

**MASTER
NEGATIVE
NO. 94-82205-3**

COPYRIGHT STATEMENT

The copyright law of the United States (Title 17, United States Code) governs the making of photocopies or other reproductions of copyrighted materials including foreign works under certain conditions. In addition, the United States extends protection to foreign works by means of various international conventions, bilateral agreements, and proclamations.

Under certain conditions specified in the law, libraries and archives are authorized to furnish a photocopy or other reproduction. One of these specified conditions is that the photocopy or reproduction is not to be "used for any purpose other than private study, scholarship, or research." If a user makes a request for, or later uses, a photocopy or reproduction for purposes in excess of "fair use," that user may be liable for copyright infringement.

The Columbia University Libraries reserve the right to refuse to accept a copying order if, in its judgement, fulfillment of the order would involve violation of the copyright law.

Author:

Public Service Railway
Company, New Jersey

Title:

In the matter of the
petition of the motormen...

Place:

[Newark]

Date:

[1918]

94-82205-3
MASTER NEGATIVE #

COLUMBIA UNIVERSITY LIBRARIES
PRESERVATION

BIBLIOGRAPHIC MICROFORM TARGET

ORIGINAL MATERIAL AS FILMED - EXISTING BIBLIOGRAPHIC RECORD

BUSINESS
262
P96

Public service railway company, New Jersey.

... In the matter of the petition of the motormen and conductors of Public service railway company of New Jersey. Brief and argument on behalf of Public service railway company, New Jersey. Newark, N. J., Arthur W. Cross, law printer, 1918,

3 p. l., 137 p. tables (part fold.) diagrs.
28cm.

At head of title: National war labor board,
Washington, D. C.

RESTRICTIONS ON USE:

TECHNICAL MICROFORM DATA

FILM SIZE: 35mm

REDUCTION RATIO: 12X

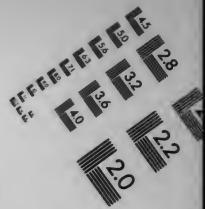
IMAGE PLACEMENT: IA IIA IB IIB

DATE FILMED: 9-20-94

INITIALS: RB

TRACKING # : MSH 02171

FILMED BY PRESERVATION RESOURCES, BETHLEHEM, PA.

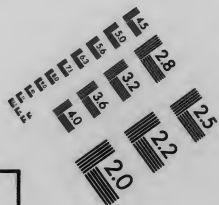


2.0 mm

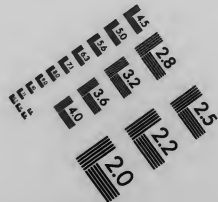
ABCEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890

1.5 mm

ABCEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890



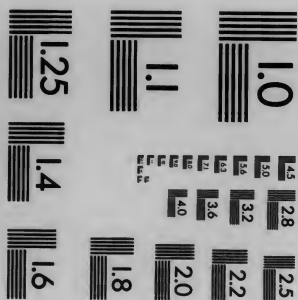
PM-MGP 13"x18" METRIC GENERAL PURPOSE TARGET PHOTOGRAPHIC



200 mm

150 mm

100 mm



ABCEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890

ABCEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890

ABCEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890

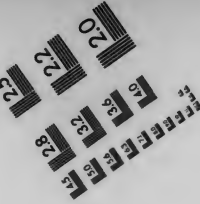
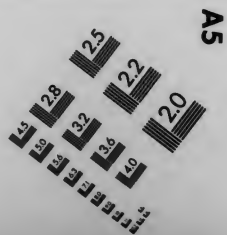
ABCEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890

1.0 mm

1.5 mm

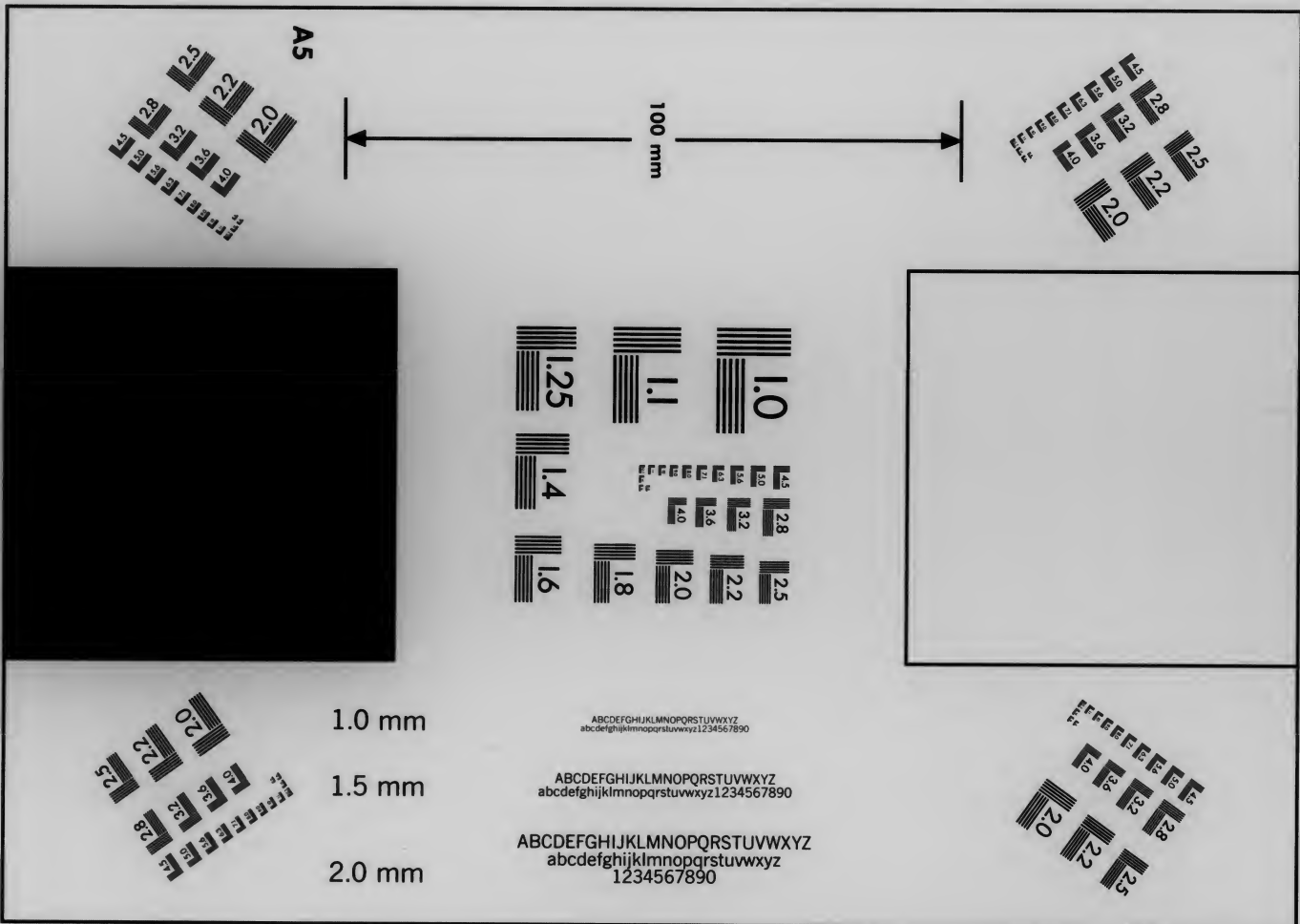
2.0 mm

2.5 mm



A4

A5



PRECISIONSM RESOLUTION TARGETS



1303 Geneva Avenue
St. Paul, MN 55119

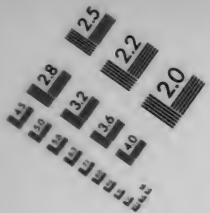
ABCEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz
1234567890

4.5 mm

3.5 mm

ABCEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890




PUBLIC SERVICE RAILWAY COMPANY, NEW JERSEY.

IN THE MATTER OF THE PETITION OF THE
MOTORMEN AND CONDUCTORS OF PUBLIC SERVICE
RAILWAY COMPANY OF NEW JERSEY. 1918.

D262 P96

Columbia University
in the City of New York

THE LIBRARIES



School of Business

Columbia University
School of Business Library

MAY 28 1941

SEP 19 1941

National War Labor Board

WASHINGTON, D. C.

IN THE MATTER OF THE PETITION
OF THE MOTORMEN AND CON-
DUCTORS OF PUBLIC SERVICE
RAILWAY COMPANY OF NEW
JERSEY.

**Brief and Argument on Behalf of Public
Service Railway Company, New Jersey.**

THOMAS N. McCARTER,
President.

EDMUND W. WAKELEE,
Vice-President.

Arthur W. Cross, Law Printer, 243 Market Street, Newark, N. J.

Business

D262

P96

SEP 19 1944 PCK

National War Labor Board

WASHINGTON, D. C.

IN THE MATTER OF THE PETITION
OF THE MOTORMEN AND CON-
DUCTORS OF PUBLIC SERVICE
RAILWAY COMPANY OF NEW
JERSEY.

**Brief and Argument on Behalf of Public
Service Railway Company, New Jersey.**

	Page
VIII The Wages now in Force on this Property which were Accepted by the Representatives of the Men Constitute an Adequate Living Wage	48
Principles of National War Labor Board Regarding Custom of Localities and the Living Wage	48
Increased Cost of Living Compared with Increase in Wage Rates on Public Service Railway	48
Comparison of Trainmen's Wages on Public Service Railway and Other Street Railway Properties.....	61
Occupations from which Trainmen are Drawn by Public Service Railway Company	66
Comparison of Actual Earnings of Public Service Railway Trainmen with Earnings of Other Wage Earners in the Same Locality.....	69
What Is the Money Cost of an Adequate Living Standard?.....	86
Normal Composition of Family Group of Public Service Railway Trainmen	90
Complementary Family Earnings...	100
Relation of the Railway Company's Welfare and Pension Plans to the Determination of an Adequate Wage...	105
Consideration to be given to the Workmen's Compensation Act in Determining Wage Rates.....	109
The Work of Trainmen Constitutes one of the most Healthful Occupations	111
Summary of Local Conditions on Public Service Railway which must be Considered in Fixing Wage Rates.	113
What the Trainmen Earned in 1917..	114
What the Trainmen will Earn in 1918	114
The Savings of Trainmen are Proof of the Adequacy of the Wage Rates..	115
IX Results of Granting the Demands of the Men	122
X Conclusion	129

APPENDICES.

	Page
Appendix 1. Previous Occupations of 500 Platform Men Hired by Public Service Railway Company During 1916, 1917, 1918. Sample Cases, Selected at Random from Employment Books	130
Appendix 2. Wage Rates, Hours of Employment and Actual Earnings of Public Service Railway Company Trainmen Compared with Other Wage Groups in Same Locality 1917.	131
Appendix 3. Public Service Railway Company Census of Trainmen July 6, 1918 (Showing Number of Men in Service Groups).....	132
Appendix 4. Letter from Fred'k P. Gruenberg, Director Bureau of Municipal Research, Philadelphia, Relative to Cost of Living Study Conducted by the Bureau.....	133
Appendix 5. Letter from Commissioner of Banking and Insurance, State of New Jersey, Concerning Workmen's Compensation Insurance Rates	134
Appendix 6. Letter from Wm. R. Griffin, Commercial Casualty Insurance Company, Relative to Workmen's Compensation Insurance Rates	135
Appendix 7. Calculation of New Jersey Death Rate. Comparable with Public Service Railway Company Trainmen	136

National War Labor Board

WASHINGTON, D. C.

IN THE MATTER OF THE PETITION
OF THE MOTORMEN AND CON-
DUCTORS OF PUBLIC SERVICE
RAILWAY COMPANY OF NEW
JERSEY.

Brief and Argument on Behalf of Public Service Railway Company, New Jersey.

I.

THE COMPANY.

Public Service Railway Company is a corpora-
tion organized under the laws of the State of
New Jersey. Its principal office is Public Ser-
vice Terminal, 80 Park Place, Newark, New
Jersey.

II.

TERRITORY SERVED.

The Company operates approximately 891.234
miles of street railway within 146 municipalities,
all in the State of New Jersey. The system is
divided into six divisions, as follows:

Division.	Approximate Mileage.	Counties Served.	Total No.	Principal
			Municipalities Served.	Municipalities Served.
Hudson	154.325	Hudson	11	Hoboken Jersey City Bayonne West Hoboken West New York

Division.	Approximate Mileage.	Counties Served.	Total No. Municipalities Served.	Principal Municipalities Served.
Essex	222.376	Essex	19	Newark Bloomfield Harrison East Orange Orange Kearny Montclair South Orange Irvington
Passaic	92.238	Passaic	14	Paterson Passaic Ridgewood Garfield Nutley Lodi Clifton
Central	212.672	Union Mercer Middlesex	34	Elizabeth Rahway New Brunswick Plainfield Perth Amboy
Southern	157.142	Camden Gloucester Mercer	45	Camden Gloucester Trenton
Bergen	52.481	Bergen	23	Hackensack Englewood Fort Lee Rutherford Tenafly
Total	891.234		146	

The territory served extends from the northern end of the State, opposite New York City, through all the principal towns across the State, to Camden, opposite Philadelphia, and some fifteen miles south thereof.

III.

PUBLIC SERVICE RAILWAY IS A WAR
ESSENTIAL.

Continued and efficient operation of this railway system is necessary for the effective conduct of the war. This is evidenced by the fact that it serves 146 municipalities with an aggregate population of 2,126,000 people and by the further fact that it furnishes transportation to many essential war industries and activities located in different parts of the State, of which a few of the most important are here listed:

Name.	Location.	Approximate Number of Employees.
Camp Merritt (one of the largest embarkation camps in the Country)	Tenafly	30,000 soldiers
American Can Co.	Edgewater and Elizabeth	4,000 employees
General Chemical Co.	Edgewater	700
Aluminum Co. of America	"	300
Remington Arms Co.	Hoboken	2,200
Crucible Steel Co. of America	Jersey City and Newark	9,000
American Radiator Co.	Bayonne	1,000
General Electric Co.	Harrison	3,800
Federal Shipbuilding Company	Kearny	7,000
Foundation Co. (wooden ships)	Kearny	3,500
U. S. A. Engineers' Stores	Harrison	600
Submarine Boat Corporation (U. S. Shipping Board Emergency Fleet Corporation)	Newark	16,000 ultimate
Butterworth-Judson Co.	"	3,600
U. S. A. Quartermaster's Station, Port Newark	"	3,000
International Arms & Fuze Co.	Bloomfield	12,000 ultimate
Splitdorf Electric Co.	Newark	1,600
Balbach Smelting & Refining Co.	Newark	1,000
Thos. A. Edison Co., Inc.	West Orange and Bloomfield	7,800

Name.	Location.	Approximate Number of Employees.
Westinghouse Electric & Mfg. Co.	Newark and Bloomfield	6,000
Weston Electrical Instrument Co.	Newark	1,000
Duesenberg Motor Co.	Elizabeth	1,000
Standard Aircraft Corporation	Elizabeth and Plainfield	5,000
F. S. Moore & Sons Shipbuilding Co.	Elizabeth	1,800
U. S. A. Raritan River Ordnance Depot	Bonhamtown	10,000 ultimate
Union Powder Co.	Perth Amboy	3,500
Parlin Works of the Dupont Co.	Perth Amboy	6,500
Nixon Nitration Works	Bonhamtown	600
Wright-Martin Aircraft Corporation	New Brunswick	4,500
Standard Shipbuilding Corporation	Shooter's Island (Staten Island)	5,000
Singer Manufacturing Company	Elizabeth	6,000
Marconi Wireless Co.	Roselle Park	1,000
John A. Roebling's Sons	Roebling	2,500
U. S. A. War Department, Woodbury (Bag Filling Plant)	Gloucester	5,000
New Jersey Shipbuilding Co.	Camden	7,000
Penna. Shipbuilding Co.		
New York Shipbuilding Corporation (Under Construction)	Camden	11,500
Ford Motor Co. (to build Government Patrol Boats)		5,000 ultimate
Total		190,000

The United States Government through its Emergency Fleet Corporation and the War Department has entered into contracts with this Company providing for extensions and additional facilities to handle the rapidly growing forces engaged in industries under its direct control. The most important of these are noted in some

detail below and give a fair idea of the essential part Public Service Railway performs in furthering the production of war necessities:

(1) *Port Newark Extension*, to serve some 16,000 or more employees of the Submarine Boat Corporation at the Newark Bay Shipyard, Port Newark, N. J. This involves the construction of approximately 24,000 feet of single track connecting existing lines of Public Service Railway with the plant of the Submarine Boat Corporation, and also necessitates the provision of eighteen additional cars, all at an estimated cost of \$821,739.00. Work on this extension is now progressing so favorably that it will be in operation by Labor Day of this year, thus giving the shipyard workers direct trolley service to all parts of Newark and neighboring municipalities.

(2) *Facilities for the New York Shipbuilding Company and the Pennsylvania and New Jersey Shipbuilding Company in Camden and Gloucester*. This covers mainly the furnishing of thirty-three new cars for the employees of the above three plants, and the necessary added power house and car house facilities to care for the operation. There are also to be installed four connecting curves and loops into the ship-yard properties. Total cost of these facilities is estimated at \$1,240,780.

(3) *Construction of Loops at Plant of Federal Shipbuilding Company, Kearny*. This contract covers the installation of loops into the plant of the Federal Shipbuilding Company at an estimated cost of \$37,950, and additional feeder wire for the extra service to be provided this plant and that of the Foundation Company (wooden ships), at a cost of some \$29,000. The loops will provide facilities for the prompt

handling of the forces which are expected to total some 10,000 to 15,000 men.

(4) *Extension to Yorkship Village Housing Development of the New York Shipbuilding Corporation.* There is to be constructed an extension from Public Service Railway lines to the housing development of the New York Shipbuilding Corporation through Yorkship Village, involving the building of about 9,000 feet of single track at an estimated expenditure, including the necessary real estate, of \$233,887.00.

(5) *Washington Park. Relocation of tracks. Woodbury Bagging Plant of the U. S. War Department.* The United States War Department has diverted the lines of Public Service Railway Company to a point without the confines of the War Department Plant, necessitating the building of about 25,000 feet of single track and the erection of a new car house, at a cost of approximately \$275,000.

IV.

EMPLOYEES.

The Company employs approximately 3,622 platform men and women, who have their headquarters at 30 car houses, situated as follows:

Car House.	City and County.		Number of Trainmen.
Greenville	Jersey City,	Hudson Co.	257
Montgomery	Jersey City,	Hudson "	189
Pavonia	Jersey City,	Hudson "	69
Hoboken	Hoboken,	Hudson "	60
Secaucus	Secaucus,	Hudson "	65
West Hoboken	West Hoboken,	Hudson "	264
West New York	West New York,	Hudson "	155
Hilton	Hilton,	Essex Co.	111
Big Tree	Nutley,	Essex "	149
Harrison	Harrison,	Essex "	89
Sixteenth Avenue	Newark,	Essex "	110

Car House.	City and County.		Number of Trainmen.
Bergen Street	Newark,	Essex "	90
Roseville	East Orange,	Essex "	235
Central	Newark,	Essex "	49
South Orange	Newark,	Essex "	128
Miller	Newark,	Essex "	171
Montrose	West Orange,	Essex Co.	74
Orange & Passaic Valley	Orange,	Essex Co.	
Montclair	Montclair,	Essex Co.	117
Paterson	Paterson,	Passaic Co.	290
Broadway Terminal	Paterson,	Passaic Co.	
Elizabeth	Elizabeth,	Union Co.	147
Milltown	New Brunswick,	Middlesex Co.	89
Perth Amboy	Perth Amboy,	Middlesex Co.	28
Dunellen	Dunellen,	Middlesex Co.	81
Westfield	Westfield,	Union Co.	16
Newton Avenue	Camden,	Camden Co.	439
Riverside	Riverside,	Burlington Co.	53
Edgewater	Edgewater,	Bergen Co.	65
Rutherford	East Rutherford,	Bergen Co.	37

Total 3,622

These men and women are not compelled to live in congested centers of the large cities, but are scattered all over the State, as above set forth, and are enabled to reside in the suburbs and less thickly settled sections.

V.

WAGE CONDITIONS AFFECTING MOTORMEN AND CONDUCTORS OF PUBLIC SERVICE RAILWAY COMPANY.

Ever since the present ownership secured control of the property now constituting Public Service Railway, due regard has been shown for the rights and welfare of the trainmen and their compensation has been increased from time to time. When the present owners took hold in 1903 the platform men were receiving nineteen to twenty-two cents an hour graduated

according to length of service. Seven times during the intervening years increases in pay were voluntarily granted by the Company until, by June 1, 1918, the lowest paid platform men were receiving twenty-eight cents an hour and from this base the wage scale ascended to thirty-four cents an hour. The rates of pay that prevailed from July 1, 1903, to June 1, 1918, were as follows:

PUBLIC SERVICE RAILWAY COMPANY.
Scale of Wages for Trainmen.
(In cents per hour.)

	Effective 7-1-1903	Effective 1-1-1907	Effective 1-1-1910	Effective 1-1-1911	Effective 1-1-1912	Effective 1-1-1914	Effective 7-1-1916	Effective 10-1-1917
First Year:								
1st 6 months	19c	20c	21c	22c	23c	23c	25c	28c
2nd 6 months	19c	20c	21c	22c	23c	24c	25c	28c
Second Year	19c	21c	22c	23c	24c	25c	27c	29c
Third Year	20c	21c	23c	24c	25c	26c	28c	30c
Fourth Year	20c	21c	23c	24c	25c	26c	28c	30c
Fifth Year	20c	21c	23c	24c	25c	27c	29c	31c
Sixth Year	20c	22c	23c	24c	25c	27c	29c	31c
Seventh Year	20c	22c	23c	24c	25c	28c	30c	32c
Eighth Year	21c	22c	23c	24c	25c	28c	30c	32c
Ninth Year	21c	22c	23c	24c	25c	29c	31c	33c
Tenth Year	21c	22c	23c	24c	25c	29c	31c	33c
After 10 years	22c	23c	24c	24½c	25c	30c	32c	34c

It became apparent to the management early in the current year that the wage scale put into effect October 1, 1917, would have to be altered to meet changing conditions and when, on March 5 last, the Company filed an application with the New Jersey State Board of Public Utility Commissioners for increased rates there was included in the petition an amount sufficient to allow all trainmen an additional two cents per hour. It was hoped that a decision would speed-

ily be reached in the rate case—which was of an emergency character—but the sessions were so protracted that on June 1, 1918, without waiting for the decision, the Company gave its employees the benefit of the two cents an hour increase in pay.

On June 4, 1918, the General Superintendent of the Company received the following unsigned petition:

We, the undersigned, employees of Public Service Railway & Railroad Corporation of the State of New Jersey, Platform men, do hereby submit this petition in order to make a demand for an increase in wages, which we deem necessary at this time, in view of the high cost of living, and we believe that you will agree with us that it is almost impossible to provide the necessities of life on the prevailing rate of wages.

We would therefore submit that on and after June 1st, 1918, the rate of wages be Forty-five cents (45c) per hour flat for scheduled time and Sixty cents (60c) per hour for overtime. Scheduled time shall be considered as 10 hours per day.

We would also call your attention to the fact that we consider it unnecessary to employ women on the back end of cars as the men will be found loyal and there will be no difficulty in securing the services of men should your Company find it within its choice to pay a fair rate of wages.

Respectfully submitted,

The men who submitted the foregoing petition declared they had been selected by their fellow workers and were authorized to speak and act for them. They asked for a formal, personal interview and their request was readily acceded to, the time for said interview being fixed for June 5. At the appointed time a committee of fifteen trainmen, made up of representatives of different car houses called at the office of the General Superintendent in Newark. The men, in response to a specific inquiry, reiterated that they officially represented, and were empowered to speak for all of the trainmen. The President

of the Company invited the men to the director's room, adjoining his office, where he and several other officers of the Company received them. The President read the following statement:

June 5, 1918.

Public Service Railway Company is fully cognizant of the existing burdens caused by the war cost of living. Some months ago, when the company presented its application to the Board of Public Utility Commissioners for increased revenues, there was included in its statement a flat two-cents-per-hour raise in wages for the trainmen, which, at that time, the company thought would meet the needs of the men. The case before the Board of Public Utility Commissioners has taken so much longer than was anticipated that on June 1st the company put into effect this increase without waiting for the decision in the case. It is apparent that this new raise is not sufficient to meet present-day conditions. In an effort to do full justice to the trainmen and in the confident hope that the Board of Public Utility Commissioners will, in its decision, recognize the necessity which has impelled the action of the company, the latter has decided to put into effect as of June 15, next, special rates of compensation to motormen and conductors, including women conductors, which the company now finds it necessary to employ. The special rates which will prevail while the war conditions last are as follows:

For the first six months' service (covering the period of learning the business).....	30c per hour
After the first six months and until the end of the fifth year	35c per hour
After five years	40c per hour

A minimum wage of \$17.50 is assured every trainman who answers all roll-calls and performs such duties as may be assigned.

To all persons entering the employ of the company for the first time, an extra payment of \$10.00 will be made upon completion of thirty days' actual platform service.

The date set for the foregoing rates to become effective is the earliest possible time by which the company's rate case can be decided by the Utility Board and increased revenues provided to meet increased payrolls, but the operation of the schedule herein promised is not made conditional upon the decision. Under existing circumstances the company will have to take that risk.

The company having thus recognized the needs of its employees, now bespeaks their full co-operation in the proper operation of the property which is so vital to the successful conduct of the war industries located in New Jersey.

When the President had submitted his proposition the members of the committee asked for an opportunity to consider it alone. The Company officials thereupon retired. When they announced they had reached a conclusion the President and other officials of the Company returned to the meeting room. Speaking for the committee, William Wepner, its chairman, declared that the men had given careful consideration to the proposition in all its aspects and had voted unanimously to accept, on behalf of the men, the Company's offer. He expressed appreciation of the cordial manner in which the committee had been received and stated that the committeemen would inform their fellow workers of the acceptance of the proposition and of what the committee "had accomplished for them."

Asked the question, Mr. Wepner replied that the acceptance was not conditioned upon any further conference or agreement on the part of the trainmen as the committee was authorized to act for them.

That night, June 5th, meetings of trainmen were held in Newark, Paterson, West Hoboken and New Brunswick. Copies of the President's statement, as set forth above, were read to at least the first three meetings. In Paterson the men cheered the report of the committee and the Company and the meeting adjourned early. In New Brunswick only relatively few of the men attended the meeting. In Newark and in West Hoboken the sessions were delayed in starting, and prolonged. Numbers of men left the meeting room for brief intervals and returned. The Newark and West Hoboken gatherings were in communication with each other by telephone. At the Newark meeting a suggestion to repudiate the committee's acceptance of the Company's

offer was made and lively scenes ensued. About midnight a special committee was named to wait upon the General Superintendent to see if the offer would be modified. This committee met the General Superintendent shortly before 1 o'clock on the morning of June 6th and upon being informed that the President's proposition could not be changed in his absence, returned to the hall. In the meantime a number of the men had left the meeting room and those who remained voted not to report for work that morning. No notice was given to the public, but groups of men visited the various car houses and intercepted such men as were reporting for the early runs and endeavored to dissuade them from working by telling them that a strike had been called. With some they were successful; others refused to heed the appeals.

When the tens of thousands of patrons of the Company were ready to start for work on the morning of June 6th they found the street car service badly crippled in three of the six divisions of the Company's system. In the Essex division, which includes Newark, about one-third of the cars were in operation; in the Hudson division, which radiates from Jersey City, the conditions were about the same; in the Passaic division, which includes Paterson, all the early cars were taken out but were later returned to the car house because of pressure exerted on the men working by strikers from Newark and elsewhere. In the Central division, which takes in Elizabeth, New Brunswick and Perth Amboy the service was practically nil but in the Bergen and Southern divisions, the latter of which centers around Camden, the effect of the strike was not perceptible. Not a man quit work in the Southern division.

On the morning of June 6th President McCarter issued the following appeal to the men:

PUBLIC SERVICE RAILWAY COMPANY.

June 6, 1918.

To the Trainmen of Public Service Railway Company:

I appeal to your patriotism and sense of right to return to your duties forthwith in order that the Railway system of the Company may be operated, the war industries in New Jersey not impeded and the public be not further inconvenienced in this critical hour of the Nation's history.

The Company has done its part. It has given all the men a substantial raise and a further large increase, effective June 15th, to all except the very new and inexperienced men. This is all that the industry will bear and when the new scale is in effect, you will all receive a reasonable wage for the service rendered even under present conditions.

You have a duty in the premises. Only yesterday you sent a Committee to present your requests and empowered to act. This Committee unanimously accepted the proposition of the Company. In these times you certainly cannot afford to place yourselves in the attitude that you have assumed by repudiating the action of the Committee and paralyzing the local transportation of this State without warning to the Company or the public.

Be men. Be patriots. Return to your cars. Do your duty. You will always find me ready to help the loyal employees of the Company to the limit of my ability.

THOS. N. McCARTER,
President.

Later in the same morning, the Company, acting through its President, issued the following statement to the public:

The employees of Public Service Railway Company who have refused to operate their cars today have committed a gross breach of faith with the company and with the public, which no fairminded man should countenance.

The Company distinctly recognizes its obligation to the Nation and to the public of this community to operate its system as efficiently as possible, and it also recognizes that the men have needs which it must meet by an increase in the pay-roll.

Yesterday morning I was waited on by a committee of approximately fifteen representatives of the men (one from each car-house) who said they came authorized to treat with the company and empowered to act. Notwithstanding that

on last Saturday a two-cent flat raise per hour had been given the men, in further recognition of existing conditions, as authorized by the Board of Directors of the company, I offered the men, through this committee, the following wage scale, effective June 15th:

For the first six months' service (covering the period of learning the business).... 30c per hour
After the first six months and until the end of the fifth year 35c per hour
After five years 40c per hour

A minimum wage of \$17.50 is assured every trainman who answers all roll-calls and performs such duties as may be assigned.

To all persons entering the employ of the company for the first time, an extra payment of \$10.00 will be made upon completion of thirty days' actual platform service.

This schedule involves an increase in the company's payroll, over that in effect prior to June 1st, of approximately \$650,000, gives a substantial raise to all the trainmen and a very large raise to all the trainmen except the new and inexperienced men who have been with the company less than six months.

The Committee asked to be allowed to consider this offer by itself and the officers of the company withdrew from the meeting. In about half an hour we were requested to return, and were thereupon informed by the Committee that it had unanimously accepted the proposition, was grateful for the generosity of the company, and that the matter might be regarded as closed. Without further warning or communication of any character, the men held meetings last night and, in some localities, repudiated the action of their Committee and ordered a walk-out this morning. No consideration was given by the men to the transportation of the thousands of ship-yard employees at an early hour this morning, nor to the public generally; nor was any opportunity given to the company to enable it to meet the situation as best it might. It was only due to the loyalty of a considerable portion of the men that the company was able to render such service as was furnished. This situation would be bad enough at any time, but is intolerable when the country is at war. I have issued an appeal to the patriotism and fairmindedness of the men to return to their cars today.

The company has gone the limit on the wage question. Under the new scale every trainman who has worked more than six months, up to five years, will earn a minimum of \$3.50 for a day's work, and those who have been in the employ of the company over five years will earn a minimum of \$4.00. The labor involved is responsible and exacting, but not skilled. The company has met the full measure of its responsibility in the premises, confident in the expectation

that it will be protected in its ability to meet the increased obligation which the raise in wages will involve, by the Public Utility Commission of the State.

Still later in the same day the President of the Company made an effort to get in communication with former President Taft, one of the co-chairmen of your Honorable Board, but was unsuccessful. The President of the Company subsequently on that same day received an inquiry over the telephone from Hon. Thomas L. Raymond, Director of the Department of Streets and Public Improvements of the City Commission of the City of Newark, asking if he would be willing to meet a delegation of trainmen if a conference should be arranged the following day. The President replied that he would do anything within reason to compose a situation that was so seriously inconveniencing the public.

On the following morning, June 7th, the Company, acting through its President, issued the following statement to the public:

In the distressing situation which exists between Public Service Railway Company and its trainmen, the paramount issue is the obligation to the nation. The State of New Jersey is honeycombed with war industries of vital importance. The successful operation of these industries is altogether dependent upon the prompt and uninterrupted transportation of workers therein. The company, appreciating its duty in the premises, voluntarily raised the wages of the trainmen, in anticipation of increased revenues which it hopes will be granted by the Public Utility Commission, but it did not stop there. Realizing that economic conditions had changed since the foregoing rate was first projected, the Board of Directors, at its regular meeting on Tuesday last, authorized me to make further raises. Day before yesterday I met a committee of the men representing all the car-houses in the northern section of the State, selected and empowered by the men to act in their behalf, and made an offer of a further substantial raise to the trainmen, to date from June 15th,—the effect of which is to give the men who have been in the company's employ more than six months an approximate average raise of 60c per day over the schedule in force prior

to June 1st. To this the Committee representing the men unanimously agreed, and thanked the company for its generosity. Later a considerable portion of the men repudiated the action of their committee and ordered an immediate walk-out, without warning to the company or to the public, which has caused great distress to the travelling public and much hindrance to the war industries and other business in this community. The company feels, and I think the public feels, outraged at this breach of faith on the part of the trainmen participating therein. In the territory affected the service is about one-third normal. In recognition of the loyalty of the men who have stood by the company and the public in this crisis, and in a spirit of conciliation to all, the company has decided to antedate and put into effect as of yesterday the schedule heretofore promulgated as effective June 15th. The company feels that in authorizing this vast raise, amounting to \$650,000 per year, prior to the determination of its pending application for an increase in revenue, it has done more than its part, but it cannot forget that the successful prosecution of the war is the prime consideration of all patriotic Americans.

The Government has created a War Labor Board to care for just such situations as this, but that Board, the only official body having any jurisdiction over a case of this character, has already determined that it will not undertake the consideration of a case while a condition of strike exists. If the men will return to work, and then still feel that they have any grievance of wage or otherwise, the opportunity is open to them to appeal to the Labor Board at Washington, of which former President William H. Taft and Mr. Frank P. Walsh are the joint chairmen. The Labor Board does not accept jurisdiction except where both parties agree to submit to its decision. The Railway Company pledges itself that if the trainmen return to work and then decide to lay their case before the Labor Board at Washington, the Company will abide by the result. I made an unsuccessful effort yesterday to get into communication with Judge Taft. Mr. B. L. Worden, General Manager of the Submarine Boat Corporation's plant at Port Newark, is a member of this Labor Board, and he has personally agreed to see that the Labor Board will assume jurisdiction of this case, if it be presented to it under the foregoing conditions.

In April last a statute was passed by Congress and approved by the President, authorizing the Government to take over the control and operation of a street railway system if deemed necessary to the successful prosecution of the war. While the company does not believe that any such necessity exists, so far as this property is concerned, nevertheless, mindful of the prime necessity involved, it stands ready to facilitate such action, if it should be deemed wise by the Government.

June 7th, 1918.

THOS. N. McCARTER,
President.

On the morning of June 7th the President of the Company was invited by Director Raymond to attend a conference. He accepted and with several other officials of the Company immediately went to the City Hall. There he met Director Raymond and other members of the Board of Commissioners of the City of Newark, and a committee of fifteen of the striking railway employees. The strikers were accompanied by Mr. Henry Carless, an attorney of Newark, as their legal adviser. Mr. J. J. S. Rogers, a representative of the Department of Labor, who had been directed to offer his services as a mediator was also present. Director Raymond announced that a number of the strikers had held a meeting in the City Hall and had delegated the committee of fifteen then present to represent them. He asked Mr. McCarter if the latter cared to say anything in connection with the labor situation. Mr. McCarter replied that the Company's position was set forth in a statement already given out for publication and he proceeded to read his statement, dated June 7th, referred to above. The strikers' committee through William Wepner, its chairman, then announced that the Company's statement was satisfactory to the men and that his committee would recommend to the body of the strikers that they return to work under the conditions set forth. The City Hall conference was followed by a general meeting of the strikers who were advised of what had occurred and the men voted unanimously to return to work. Within fifteen minutes of the adjournment of the meeting some of the strikers had reported at the car houses and with the exception of the Passaic division, where the men were held back by their own representatives until 9 P. M., the service was nearly normal for the evening rush hours.

On Sunday evening, June 9th, Judge Taft in his position as co-chairman of the War Labor Board and at the request of Mr. B. L. Worden, a member of said board, who acted at the suggestion of the Company, held an informal hearing at the Hotel Robert Treat, in Newark. The motormen and conductors were represented by a committee of their own selection with Mr. Carless as their attorney. For the Company, President McCarter, General Counsel Frank Bergen and Vice-President Edmund W. Wakelee appeared. Mr. Worden and Mr. Rogers were also in attendance. Judge Taft fully explained the powers and duties of the War Labor Board and the procedure and conditions necessary to enable the board to obtain jurisdiction. That portion of the Company's statement of June 7th in regard to submission to the board was read and it was agreed that the matter would be given more formal consideration later.

VI.

THE ISSUES.

The statement of grievances of the employees, as transmitted to this Company, is given below, and opposite is given the answer of the Company to the allegations of each paragraph.

STATEMENT OF GRIEVANCES OF EMPLOYEES.	THE COMPANY'S ANSWER.
--	-----------------------

National War Labor
Board,
Washington, D. C.

In the matter of the controversy between the employees of Public Service Railway Company of New Jersey and its employees.

*Statement of Grievances
of Employees.*

The employees of the Public Service Railway Company of New Jersey respectfully show:

1. That they are engaged principally as motormen and conductors on street railway and railroad lines which carry large numbers of employees engaged in the shipbuilding, chemical, machinery, munition and other plants located in New Jersey, engaged in the production of necessary means for the effective conduct of the war in which we are now engaged.

Public Service Railway Company, replying to the statement of grievances of its employees filed with this Board, respectfully shows:

1. Paragraph 1 of the statement is admitted.

2. Any cessation of the operation of said railway and railroad lines would cause delay and obstruction of such a nature as to seriously affect detrimentally the production of said means for the effective conduct of the war

3. The grievances of which the employees complain were brought to the attention of the employer and at a conference held between representatives of each side of June 5th last, an offer of settlement was made by the employer which offer, when submitted to the employees in general meeting was rejected by them and on June 6th they ceased working. On June 7th the employer at a further conference presented a written statement which contained the following:

"The government has created a War Labor Board to care for just such situations as this, but that board, the only official body having any jurisdiction over a case of this character, has already determined that it will not undertake the consideration of a case while a condition of strike exists. If the men will return to work and then still feel that they

2. Paragraph 2 of the statement is admitted.

3. Paragraph 3 of the statement is admitted, EXCEPT as follows:

The Company respectfully submits that the only grievances brought to the attention of the Company, as alleged in this paragraph were the question of the wage, and the question of the employment of women. The offer of the Company regarding the new wage scale as made to the representatives of the men on June 5th was accepted by the representatives of the men, they stating that they had authority from the men to take such action.

Notwithstanding this acceptance a strike was called on June 6th, all as set forth under Section V of this brief, entitled, "Wage Conditions."

The objection of the men to the employment of women was evidently withdrawn, as no reference to it is made in the statement of grievances now presented.

have any grievance of wage or otherwise, the opportunity is open to them to appeal to the Labor Board at Washington, of which former President William H. Taft and Mr. Frank P. Walsh are the joint Chairmen. The Labor Board does not accept jurisdiction except where both parties agree to submit to its decision. The Railway Company pledges itself that if the trainmen return to work and decide to lay their case before the Labor Board at Washington, the Company will abide by the result.

4. The employees being desirous of avoiding further inconvenience to the traveling public and with a deep sense of their patriotic duty accepted the offer of the employer to submit further grievance to your Honorable Board and immediately return to work.

4. Replying to Section 4 of said statement of grievances, the Company admits that the men did return to work, and the matter is now submitted to this Honorable Board.

No question is here raised concerning the patriotism of either the Company or the men.

Over 600 employees of the Company have left to join the colors. These men are working at rates of pay, and under conditions obtaining in the army and navy, and are risking their lives in their country's defense. Those who are left behind, we believe, will per-

form their patriotic duty by accepting the generous rate of pay now granted by the Company, and continue under present working conditions that were found satisfactory before the war, thus permitting this industry to be efficient and able to contribute to the winning of the war.

5. They complain the wages paid to them now are insufficient to enable them to support themselves and families in health and reasonable comfort because of the great increase in the cost of living that has taken place during the past two or more years.

6. That they are often compelled to work overtime for which they do not receive the usual increased rate of compensation paid in other trades and occupations.

5. Replying to Paragraph 5 of the Statement of Grievances, this Company respectfully submits that whether or not the wages paid prior to June 1st, 1918, were sufficient, the Company alleges and maintains that the new rate of wages as accepted by the Committee representing the men on June 5th, and now in force, is sufficient to enable the men to support themselves and their families in health and reasonable comfort. (See Section VIII of this brief.)

6 Replying to Paragraph 6 of the Statement of Grievances, the Company respectfully submits that no man is compelled to work overtime. When any man voluntarily works overtime he is paid 5 cents per hour in excess of the regular rate of compensation.

The principle that the excess rate of compensation paid for overtime should be so high as to penalize the Company and thereby tend to prevent overtime work does not and should not be applied to street railway platform men.

The amount now paid by the Company for overtime is sufficient.

7. Their hours of labor at present are 10 each day for seven days each week and their runs or trips are so arranged that large numbers of them do not complete their day's work in less than twelve to fifteen hours.

8. That they are frequently ordered to report for work and await under said orders for two or three hours for which time they receive no compensation whatever.

9. The trips or runs assigned to some employees take more than nine but less than ten hours to complete and deductions from the full days' wage are made by the employer.

7. Replying to paragraph 7 the Company admits that wherever possible runs are constructed to provide a 10-hour actual working period. The Company denies that the runs are spread over excessive periods of time.

8. The Company denies the allegations of Paragraph 8. Under present conditions waits of long duration are infrequent.

9. Replying to Paragraph 9, the Company alleges that no particular period is recognized as a day's work. Trainmen are paid for the actual time spent on the platform, which necessarily varies somewhat according to the length of the run.

10. They frequently end one day's work after 10 P. M. and are obliged to report early the next day to resume work without having opportunity for sufficient rest and sleep.

11. That some of them have been discharged by their employer for their legitimate trade union activities.

Your petitioners therefore respectfully submit that your Honorable Board should establish the following conditions as fair and just in the premises to the parties concerned.

A. A flat rate of 45 cents per hour for all employees except extra men.

B. 60 cents per hour for all over time.

C. 10 hours to constitute a day's work which said 10 hours shall

10. The Company denies Paragraph 10 and alleges that the men are given sufficient opportunity for rest and sleep.

11. Paragraph 11 is denied.

Replying to demands A and B of the statement of grievances, the Company respectfully submits that the present rate of compensation as granted by the Company effective June 6th and accepted by the Committee representing the men, as previously stated in this brief, constitutes a living wage, and is sufficient to insure the subsistence of the worker and his family in health and reasonable comfort.

Replying to demands C to H, both inclusive, the Company alleges

be performed during 11 consecutive hours.

D. Regular time to be all time put in by employees whether actually working or waiting under orders to work.

E. Overtime to be all work performed or waiting under orders to work in excess of 10 hours.

F. That any regular scheduled trip or run completed in less than 10 hours, but in more than 9 hours to be paid for as a full working day, and any such trip or run completed in 9 hours, but in more than 8 hours shall be paid for as if the trip or run had taken 9 hours to complete.

G. All extra men who answer all roll-calls shall be paid at the rate of \$20 per week.

H. No employee who ends one day's work after 10 P. M. shall be obliged to resume work until 12 hours later.

I. All employees discharged for legitimate trade union activities to be reinstated to the former positions.

that present working conditions are necessary and reasonable and in the public interest should be maintained.

Replying to demand I, the Company respectfully submits that there have been no employees discharged for the reasons set forth therein.

Your petitioners therefore pray that an early date may be fixed by your Honorable Board for a hearing and argument of their said grievances to the end that no further controversy between the parties hereto shall delay and obstruct production necessary for the effective conduct of the war. And your petitioners will ever pray.

The Brotherhood of Street Railway and Railroad Workers of New Jersey.

WILLIAM WEPNER,
President,
159 Myrtle Avenue,
Irvington, N. J.

ARTHUR APPLETON,
Secretary,
832 Paterson Avenue,
East Rutherford, N. J.

HENRY CARLESS,
Counsel,
9 Clinton Street,
Newark, N. J.

The issues presented herein logically fall and will be discussed under three general heads, namely: Working Conditions, The Living Wage, and Results of Granting the Demands of the Men.

VII.

THE WORKING CONDITIONS AT PRESENT EXISTING ON THIS PROPERTY ARE REASONABLE AND SHOULD, IN THE PUBLIC INTEREST, BE MAINTAINED.

Working conditions as embraced in the grievances presented by the trainmen of Public Service Railway Company cover:

- (a) Hours of Labor.
- (b) The Spread, or Outside Time, in which Such Hours of Work are Accomplished.
- (c) The Rest Periods Afforded.
- (d) Allowances for Time Not Actually Spent on the Platform.
- (e) Payments for Waiting Time.
- (f) Guaranteed Time.
- (g) The Question of What Shall be Considered Overtime and the Rate of Pay Therefor.

HOURS OF LABOR.

The first claim of this Company is that the prevailing working conditions are at least as favorable as those obtaining on any electric railway property in America and as nearly perfect as the exigencies of electric railway operations will permit. It will not be denied by anyone that the operation of electric railways is not comparable with the operation of industrial plants because of the impossibility of establishing an arbitrary quitting time. It is in fact the operation

of these very industrial plants which to a large degree fixes automatically the spread, or outside time for street railway peak operation. The operation of a given line admits of only two men "quitting" work at an identical time, the other platform men finishing at subsequent periods determined by the headway operated on the respective routes.

The runs on Public Service lines are constructed to provide as nearly as possible a ten-hour working period. This is and always has been considered to be the desirable working period for men in the street railway transportation field, and is necessary because of the peculiar characteristics of the business.

SPREAD, OR OUTSIDE TIME, OF RUNS.

The spread or outside time is absolutely dependent upon the rush hour or peak demands; that is to say the beginning of the early morning passenger demand and the conclusion of the evening peak demand, provides the controlling factor in determining the hours within which a trainman may complete his day's work. Other elements are the location of the car houses with reference to the origin of peak business and the impracticability of constructing a car house for each line. That location must be selected which will in the judgment of the operating officers best meet the general requirements of the system, and this involves, of course, the minimizing of the spread time of the trainmen, as well as economies of operation consistent with properly and conveniently meeting the peak passenger demands.

As indicating the spread requirements on certain typical lines, there is submitted a tabulation for ten trunk routes of Public Service Railway

Company showing the extent in period of time of the rush demand, both A. M. and P. M., and the total spread which these demands necessitate. It will be seen from the average that the period from the beginning of the A. M. rush to the conclusion of the P. M. rush is thirteen hours and thirty minutes (13 hr. 30 min.) with a minimum spread shown on the Clifton Line of twelve hours and fifty-two minutes (12 hr. 52 min.) and a maximum on the Broad Line, one of the heaviest routes of the system, of fifteen hours and one minute (15 hr. 1 min). Coupled with this long spread is the heavy peak car demand as compared with the non-rush requirements, some lines requiring as high as 225% to 250% rush service over the midday necessities. Under such conditions, it is manifestly impracticable to produce a time table which would substantially change the results now being obtained on Public Service lines and insure to the men a reasonable day's work, which latter after all is the desideratum.

Another controlling difficulty is the large number of lines of considerable length, the round trip time of which is of such duration as to prohibit the reduction of the spread time of runs below those now prevailing (even if the men should desire that this be done, which we believe is not the case), and maintain a reasonable day's work.

SPREAD TIME OF PEAK DEMANDS ON CERTAIN TYPICAL
LINES OF PUBLIC SERVICE RAILWAY COMPANY.

Line	A. M. Peak Begins	A. M. Peak Ends	P. M. Peak Begins	P. M. Peak Ends	Spread of Peak Demands
Orange	5.51	9.03	4.33	7.00	13.09
Broad	5.02	10.10	3.44	8.03	15.01
Clifton	5.50	9.52	4.48	6.42	12.52
Greenville	5.44	9.47	3.32	7.04	13.20
Palisade	6.05	8.45	5.30	7.10	13.05
Union Hill	6.00	9.25	3.40	7.30	13.30
West New York....	5.30	9.15	4.00	7.15	13.45
Haddon Heights ..	5.45	9.25	4.30	7.30	13.45
Haddonfield	6.00	9.20	4.30	7.15	13.15
Federal	6.00	9.40	3.50	7.20	13.20
AVERAGE	13 hours 30 minutes				

Note: Spread is figured from Pull Out Time in A. M. to Pull In Time in P. M., for service above midday requirements.

It is not true that the hours of work of trainmen are spread over excessive periods of time, as is shown by an inspection of Public Service Railway time tables, the results of which, as to the spread period for all runs of nine hours or more, are indicated in the following tabulation:

	Number	Per Cent.
Total No. of Runs paying Nine Hours or Over..	1531	100.0
No. of Runs finishing within Twelve Hours.....	694	45.3
“ “ “ “ between 12 and 13 hours	504	32.9
“ “ “ “ 13 “ 14 “	294	19.2
“ “ “ “ 14 “ 15 “	39	2.6
Cumulative		
No. of Runs finishing within Twelve Hours.....	694	45.3
“ “ “ “ Thirteen Hours...	1198	78.2
“ “ “ “ Fourteen Hours...	1492	97.4
“ “ “ “ Fifteen Hours....	1531	100.0
Average Outside or Spread Time per Run—12 hours 17 minutes.		

It will be seen from the above that of a total of 1531 runs, 45 per cent., or 694, conclude the day's work within a twelve-hour period. These 694, in periods of spread, are divided as follows:

Between Nine and Nine and One-half Hours.....	35	Runs
“ Nine and One-half and Ten Hours.....	34	“
“ Ten and Ten and One-half Hours.....	28	“

Between Ten and One-half and Eleven Hours.....	132	Runs
“ Eleven and Eleven and One-half Hours....	201	“
“ Eleven and One-half and Twelve Hours....	264	“
		694 “

From data available we have prepared a list showing the spread time on a few of the large companies of the country. It must be understood that these records do not indicate entirely the complexion of the time tables inasmuch as there is a considerable difference in the method of developing such schedules, one company endeavoring to include all work time within definitely assigned runs of substantial length and thus reducing to an almost negligible quantity the tripper assignments which total per unit only a small number of hours, while other companies have a very large percentage of trippers and these, not being included in assigned runs, are not considered in the tabulation.

SPREAD TIME OF RUNS ON SOME REPRESENTATIVE ELECTRIC RAILWAY COMPANIES OF THE UNITED STATES.

City	12 to 13 Hours Per Cent. of Total Runs	13 to 14 Hours Per Cent. of Total Runs	14 to 15 Hours Per Cent. of Total Runs	Over 15 Hours Per Cent. of Total Runs	Maximum Spread Hours	Per Cent. of Total Runs Over 12 Hrs.	Per Cent. of Total Runs Under 12 Hrs.
Boston	2.51	27.5	...	...	13.5	30.0	70.0
Buffalo	20.00	16.2	4.2	...	14.5	40.4	59.6
Louisville	11.4	19.8	10.6	21.5	18.0	63.3	36.7
Los Angeles (L. A. Ry.).....	13.6	24.4	7.9	1.2	15.0	47.1	52.9
Los Angeles (Pac Elec)	14.1	9.8	2.9	1.0	15.5	27.8	71.2
Milwaukee	31.3	38.5	9.0	9.4	15.5	88.2	11.8
Minneapolis	32.9	46.4	...	...	13.5	79.3	20.7
Public Service Railway Co.	32.9	19.2	2.6	...	14.5	54.7	45.3
Oakland	12.0	12.2	6.3	...	14.5	30.5	69.5
Philadelphia	9.7	23.0	...	...	13.5	32.7	67.3
*San Francisco ..	44.3	20.4	5.5	...	14.5	70.2	29.8
Seattle	17.4	12.1	0.5	0.2	15.0	30.2	69.8
Washington (Cap- ital Traction) ..	15.2	12.4	3.6	16.4	17.5	47.6	52.4
* United R. Rs.							

It will be seen from the foregoing that on Public Service property, fifty-four per cent. of runs exceed twelve hours in the total spread, but less than three per cent. of these go beyond fourteen hours, with a maximum time of fourteen and one-half hours.

Another table which has been prepared further indicates the excellence of Public Service conditions and shows the very large percentage of runs of nine hours and more and the exceedingly small number of hours not incorporated into duly assigned runs—in other words, performed by what are commonly known as trippers. The results indicated by this tabulation should be considered in connection with the spread time development. The compensation to the men as indicated by the number of hours of pay-roll time it will be seen is uniformly high, and we believe is in excess of what maintains generally throughout the country. This is confirmed by a development in the same tabulation, showing the operation from a particular car house of a large eastern company now working under agreement with the Amalgamated Association of Street and Electric Railway Employees. In this table included below there is shown the actual working hours, the spread time, the number of trippers in proportion to the runs, the average hours of work of assigned runs and the average spread time of assigned runs. The comparison of these figures with those maintaining for Public Service property is as follows:

AVERAGE DISTRIBUTION OF TIME TABLE HOURS
PUBLIC SERVICE RAILWAY AS COMPARED
WITH A TYPICAL CAR HOUSE OF A
LARGE EASTERN PROPERTY.

	Typical Car House Large Eastern Street Railway	Public Service Railway System
Average Pay Roll Hours for Runs.....	8:52	10:09
Average Spread for Runs.....	11:19	12:08
Total Platform Hours.....	942:53	16,542:35
" " " in Runs	806:03	16,241:47
" " " in Trippers ...	136:50	300:48
Tripper Hours, Percentage of Total Platform Hours	14.7%	1.8%

If the same percentage (14.7%) were applied to Public Service, the tripper hours would be 2431:45 instead of 300:48 hours, requiring 1,600 additional men.

That the hours of labor obtaining on Public Service may be considered reasonable is further evidenced by agreements made by the unions with various companies throughout the country. As an illustration of this there may be pointed out the agreement entered into in 1915 for three years between the Amalgamated Association of Street and Electric Railway Employees and the Chicago Surface Lines, which provides that all runs shall be completed within sixteen consecutive hours and that eighty per cent of the runs shall be scheduled for completion within fourteen hours of time. (See 1915 Proceedings of Amalgamated Association, page 7.) This should be compared with the situation on Public Service lines, where but 2.6 per cent of the runs require a spread of more than fourteen hours with the maximum spread time of fourteen and one-half hours, and ninety-seven and four-tenths per cent. of the runs are concluded within fourteen hours.

We would also direct attention to the fact that the Boston Elevated Railway Company operating under agreement with the Amalgamated Association of Street and Electric Railway Employees and in compliance with a Nine in Eleven Hours Law effective in Massachusetts, has twenty-seven and one-half per cent. of total runs concluding in a period of more than thirteen and less than fourteen hours, whereas Public Service has but nineteen and two-tenths per cent. in this period, with two and six-tenths per cent. concluding in the fourteen to fifteen hour period, making a combined percentage of twenty-one and eight-tenths per cent. for Public Service where the spread time covers thirteen hours or more, as against the twenty-seven and one-half per cent. on the Boston Elevated Lines. In connection with these results, there should be considered the great number of trippers operated on the Boston Elevated Lines as against the negligible quantity in New Jersey.

A very serious result which would follow an arbitrary reduction in the spread time as recommended in the petition, is the increased number of employees which would be required to give an equivalent service, namely an addition of thirty-one per cent., or 1071 men. With the present number of trainmen the service of the Company would have to be curtailed to an extent which, on the basis of the average haulage throughout the day, would mean that 163,300 passengers would be denied transportation daily, or 59,622,000 annually.

Another most unfortunate result would be the reduced earnings of the trainmen, a condition which we are satisfied our employees would resent if fully informed as to what is involved in the suggested change.

We have as an exhibit certain typical time tables now in effect on this property, and have developed therefrom as is shown in the table herewith, the re-arrangement of runs that would be required if we attempted to meet the ten hours in eleven suggestion in the petition.

PUBLIC SERVICE RAILWAY COMPANY.

TABLES SHOWING PAY FOR REGULAR RUNS AND TRIPPERS ON CERTAIN TYPICAL LINES OF PUBLIC SERVICE RAILWAY COMPANY UNDER PRESENT PLAN AS COMPARED WITH SUGGESTED TEN IN ELEVEN HOUR PLAN.

LINES	PRESENT METHOD												PROPOSED 10-11											
	No. Runs	No. Trippers	Avg. Time Per Run	Avg. Time Per Tripper	Avg. Time Per Crew	Avg. Pay	Per Run	Avg. Pay	Per Tripper	General Avg.	Pay for Man	No. Runs	No. Trippers	Avg. Time Per Run	Avg. Time Per Tripper	Avg. Time Per Crew	Avg. Pay	Per Run	Avg. Pay	Per Tripper	General Avg.	Pay for Man		
Central	27	0	10:05	...	10:05	.30	3.02	.35	3.53	.40	4.03	.30	3.02	19	21	9:42	4:01	6:43	.35	3.40	.36	1.41	.35	2.35
Newark	27	2	10:49	3:23	10:19	.30	3.25	.35	3.79	.35	3.61	.30	3.09	20	13	9:42	7:35	8:52	.35	3.40	.35	2.66	.35	3.10
Market	25	1	10:08	2:29	9:52	.30	3.04	.35	3.55	.40	4.06	.30	2.96	23	9	9:27	3:58	7:55	.35	3.32	.35	1.59	.35	2.77
Summit	31	4	10:36	1:38	9:35	.30	3.13	.35	3.71	.35	3.57	.35	3.35	30	18	9:34	2:34	6:57	.35	3.35	.35	0.90	.35	2.43
Elizabeth	18	5	10:11	3:01	8:37	.30	3.05	.35	3.56	.40	4.07	.30	2.59	17	11	9:04	4:04	7:06	.35	3.17	.36	1.42	.35	2.49
Main-Lodi	23	2	10:15	3:38	9:43	.30	3.08	.35	3.59	.40	4.10	.30	2.92	23	8	9:05	3:42	7:42	.35	3.18	.35	1.29	.35	2.70
Greenville	55	4	10:07	4:13	9:43	.30	3.03	.35	3.54	.40	4.04	.30	2.92	40	35	9:43	4:30	7:18	.35	3.40	.35	1.58	.35	2.56
Haddonfield	28	4	9:50	2:47	9:02	.30	2.95	.35	3.44	.40	3.89	.30	2.71	22	20	9:28	3:58	6:50	.35	3.31	.35	1.39	.35	2.39
Haddon Hgts.	32	5	10:06	2:47	9:07	.30	3.03	.35	3.54	.40	4.04	.30	2.74	23	20	9:50	5:50	8:00	.35	3.44	.35	2.04	.35	2.80

July 15, 1918.

The general results shown by the exhibit here referred to, may be summarized as follows:

General Average Pay per Day per Man @	30c	Proposed 10 Hours	
		Present	in 11
"	"	\$2.87	\$2.25
"	"	3.34	2.62
"	"	3.82	2.99
No. of Crews on Full Runs.....		266	217

Which means that 49 crews or 98 men, representing 18% of the crews at present working full paid runs, would be forced on the extra list, and have to work trippers.

No. of Crews on Trippers.....	27	155
Additional Crews of Trippers Under Proposed Plan	128	
Total Crews Now Required.....	266 plus 27=293	
" " Required in 10 in 11.....	217 plus 155=372,	

an increase of 79, or 27 per cent.

On the tables as at present arranged there are 266 crews making full day's pay. Tables arranged to meet the ten in eleven stipulation would allow but 217 crews to obtain a full day's pay, a reduction of 49 crews, or 98 men, making eighteen per cent (18%) of crews at present securing a full day's pay, who would necessarily have to return to the extra list and work the short trippers. On the present table, as above, there are but twenty-seven (27) trippers whereas on the tables developed in accordance with the suggested plan, there would be 155 trippers. Properly to man the service in accordance with our present arrangements, 293 crews are required on these tables, whereas under the proposed scheme 372 crews would be needed, an increase of 79 crews, 158 men, or 27 per cent. additional trainmen.

The cost to the Company of reducing the spread of runs as suggested in the petition would be \$370,344 annually, if it were found to be practicable to follow out the suggestion. The

experience of the Boston Elevated Railway Company will clearly show that in street railway operation it is impossible to meet such an inflexible standard and at the same time maintain the present earning power of Public Service trainmen or provide the service that the communities require. The comparative results of the two methods of time table construction as to arrangement of runs, pay and spread are as follows:

COMPARATIVE RESULTS OF USING BOSTON METHOD
AND PUBLIC SERVICE METHOD IN CONSTRUCT-
ING A TYPICAL TIME TABLE.

	Boston Method	Public Service Railway Method	Increase or Decrease
Number of Runs.....	91	92	1 Inc.
Number of Details or Trippers	61	26	35 Dec.
Number of Crews Needed.....	133	118	30 Men Dec.
Average Pay (in Hours).....	8:52	9:18	26 Min. Inc.
Average Spread (in Hours)....	11:17	10:57	20 " Dec.
Maximum Spread (in Hours)....	14:02	13:02	1 Hr. Dec.

Note: Boston Method is to bring 70% of runs into nine hours in eleven and the balance, or 30%, into nine hours in fourteen.

Public Service method is without any fixed percentages and follows the general plan of furnishing as many full paid (over 8 hrs.) runs as possible, with a minimum of trippers (details), at the same time keeping the maximum spread within a reasonable limit.

We respectfully submit to your Honorable Board:

That the spread time of the runs of trainmen in electric railway operation is controlled by certain peculiarities of the business which cannot be avoided;

That the spread time of runs on Public Service Railway lines is reasonable and compares most favorably with that on other electric railways throughout the country;

That the runs on Public Service Railway are so arranged as to give the men reasonable working periods and satisfactory compensation;

That any arbitrary reduction in the "outside time" of runs would necessitate large additions to the present working force, or would involve a drastic curtailment of present service, with consequent inconvenience to the traveling public.

This is contrary to the principle of maximum production established by this Board.

REST PERIODS.

Every care is exercised to allow men rest time of sufficient duration. To indicate the actual conditions, there is submitted a table showing the rest periods intervening for the men on the extra list at three typical car houses. These cover a period of seven days, June 10th to 16th inclusive, and are thoroughly indicative of prevailing practice.

TABLE SHOWING AVERAGE REST PERIODS AT THREE
TYPICAL CAR HOUSES. PUBLIC SERVICE
RAILWAY COMPANY.

Rest Periods of over 15 hours.....	21 or	7.5%
" " " 14 to 15 hours.....	9	3.2
" " " 13 " 14 "	20	7.1
" " " 12 " 13 "	41	14.6
" " " 11 " 12 "	73	26.0
" " " 10 " 11 "	42	14.9
" " " 9 " 10 "	18	6.4
" " " 8 " 9 "	4	1.4
Under 8 hours.....	53	18.9

Total100.0

Those cases where the rest period was below eight hours are accounted for by the fact that necessity arose to provide extra service on account of parks and special events, but this work was in all cases performed voluntarily by the men.

The rules of the Company provide that wherever practicable a man must be allowed a reasonable length of time between the conclusion of a day's work and reporting for roll call. An extra man who completes his day after 10:00 P. M. is not required to report for roll call until 10:00 A. M. on the following day.

On days of extremely heavy demand requiring late night service, it is not at all times practicable to observe a 12-hour rest period and properly serve the public. Unfailing adherence to this rule would necessitate largely augmented extra lists with consequent additional burdens on the public by the reduction of maximum production and the curtailment of service.

ALLOWANCE FOR TIME NOT ACTUALLY SPENT ON THE PLATFORM.

The practice of allowing for the difference between ten hours and the time actually made by the trainmen when it reaches a period over nine hours and less than ten hours, or of allowing time sufficient to bring the payroll time to nine hours where the run ends in a period between eight and nine hours, is not general. It is true that in some instances companies allow to the next following fifteen minute period. We have no knowledge, however, of an allowance which might amount to 59 minutes per man; that is, a run ending in nine hours and one minute, if the practice suggested were followed, would require the payment of ten hours, or an allowed time of fifty-nine minutes. The adoption of this practice would burden the Company with a double time payment, that is to say, a payment of allowed time and the payment to a trainman who actually performed work to complete the scheduled service up to the next hour.

This matter cannot be considered independently of other operating conditions and changes suggested by the trainmen. Its results must be viewed in connection with the reduction of spread time which if met, would reduce the larger percentage of runs below ten hours. Under such circumstances and in order to avoid

the payment of a heavy overtime charge for all work in excess of ten hours, as has been suggested, the time tables would necessarily have to be so constructed as to curtail the number of trips per run to bring the working time below the ten or nine-hour period. The result would be that the Company would either have to pay the time allowance to reach the nine or ten-hour working period, or pay the overtime rate. Such a plan practically provides a bonus and would burden the Company with a large added operating cost, without any compensating advantage to the public.

PAYMENT FOR WAITING TIME.

GUARANTEED TIME.

The questions of payment for waiting time and the guarantee of a fixed sum of money per week are closely related subjects. Neither of these plans may be considered as common practice although this Company has for years maintained a minimum rate of pay for trainmen. The exigencies of street railway operation make it impracticable at all times to assign work to extra men in advance, it being the extra men, generally speaking, who are affected by the two matters at issue.

Sudden disability of regular men, accidents or failure to report without advance notice, make it imperative, in order that service may be maintained, to have extra men available. If such a system were not maintained, the public convenience would be seriously disturbed and it would be quite impossible to observe regularity of headways. This Company, as stated before, attempts to minimize the amount of waiting time, and the following, giving the performance from June 10 to 16 at three typical car houses,

indicates how negligible a quantity this question is at this time.

Out of 281 cases, 31 show sign-ups where men had to wait before being assigned to duty. The total "waiting time" for these 31 men amounts to 47 hours and 22 minutes, or an average of one hour and 32 minutes for each of the 31 men. The average is that one day in nine an extra man is signed up for roll-call. On such occasions he waits an average of 1 hour and 32 minutes before being assigned to work.

At all times a certain percentage of men fail to report for duty without previous notice, or with notice arriving but a short time before a run is scheduled to start. In stormy weather, or on days following holidays, this condition is more pronounced and thus it will be seen if the practice of having a number of extra men available were discontinued, that at times when the public most needed service—that is during the peak, during heavy rains or snow storms, or in periods of intense cold—operation would be most seriously handicapped, the public greatly inconvenienced and the work of manufacturing and industrial enterprises generally interfered with, and their output correspondingly restricted.

In emergency cases where men are called for work on snow sweepers, etc., they are paid for the time they are on call; but to apply such a plan as ordinary practice would be unjustified, would prove an added burden to the Company, which it would not be justified in assuming, and would lead to abuses which would not alone prove financially costly, but would also seriously interfere with the operation of the property. Men are penalized for failure to report for work

by being placed on the extra list as indicated in the following rule:

"When a trainman misses a run or fails to report at time set, he shall lose that day, serving as last extra man, reporting at all roll calls. When he misses after doing a part of a day's work, he shall lose the balance of that day and the next day, serving at the foot of the extra list, reporting at all roll calls. When he misses the second time within twelve months, trainman will serve three days at the foot of the extra list, reporting at all roll calls. Trainman missing the third time within twelve months will serve seven days at the foot of the extra list, and if the third miss is made within the first six months, trainman will be sent to the Division Superintendent to whom a satisfactory explanation must be made. Trainman missing four times within twelve months, if retained in the service, will be liable to assignment on the extra list for a period of thirty days. Extra trainmen missing at reporting time or roll call will be governed according to this rule."

A regular man under the suggested provision could fail to show up at his regular time, when he did appear he held available for duty (as a penalty) and still receive his regular rate of pay for the hours so held. In the case of an extra man, the conditions would be even worse as he would practically have it in his power to report when he pleased and still be assured of practically full pay as compensation for waiting time. Of course, it may be said that in practice these conditions might be overcome; but it would be found that a rule of this sort, aside from its injustice from the standpoint of the Company and the public as well, is bound to be a source of constant friction and dissatisfaction.

The result of the adoption of such a plan would be a reduction in the extra list carried by the Company. It is common practice for street railways wherever possible to carry an extra list of from ten to twenty per cent. to provide for turnovers, emergencies, unusual demands for service, etc. One of the principal objects of this is to provide the opportunity for

regular men to lay off for rest and recreation. To penalize the Company by requiring double payment to extra men as the new scheme would require, would, as stated above, undoubtedly mean a reduction in the percentage of extras and a corresponding elimination of lay-off periods for the regular men. The extra list is furthermore the only medium by which the regular organization is maintained and it is therefore all-important in order that continuous service may be provided.

Practically, the opportunities for work are now so great that the amount of time required to be spent at roll calls is a negligible factor.

The weekly guarantee now being paid is \$17.50. To increase this to \$20.00 a week would be equivalent to paying the men at a forty-cent rate fifty hours a week or of 7.1 hours per day on a seven-day basis and at the thirty-five-cent rate, fifty-seven hours a week, or eight hours per day.

In this connection, attention is directed to the plan obtaining on the lines of the Boston Elevated Railway Company operating under agreement with the Amalgamated Association of Street and Electric Railway Employees whereby a minimum of six and one-half ($6\frac{1}{2}$) hours per day is guaranteed the trainmen. This amount of time at the maximum rate of 36.75 cents per hour which prevails on that property, amounts to \$16.72 for a week of seven days as against the \$17.50 minimum guaranteed to Public Service employees. At the minimum rate prevailing on the Boston Elevated lines, 31.5 cents, the guaranteed time per week of seven days amounts to only \$14.33.

The Company respectfully submits that:

(a) Pay for waiting time for extra men is already covered in the amount of guarantee paid them of \$17.50 per week which assures each man adequate recompense for any time that may be spent at roll calls when work is not provided;

(b) The institution of an additional amount for waiting time would permit of abuses and would be a constant source of friction and dissatisfaction;

(c) It would bring about double payment to the men in many cases and would make it necessary in the case of the extra list, to reduce the number of men carried as extras with the result that regular men would not be given opportunity now afforded for days off duty. This would also tend to interfere with the proper maintenance of our working force, because it would reduce the number of men available to be pressed into service as regular men in the place of trainmen resigning or discharged;

(d) The amount of waiting time is really negligible under present conditions;

(e) The present weekly guarantee is adequate for the service rendered and assures the trainmen a better minimum wage than obtains on other comparable street railway systems, even those operating under agreements with the Union.

THE QUESTION OF WHAT SHALL BE CONSIDERED OVERTIME AND THE RATE OF PAY THEREFOR.

Overtime as now defined on this property is the period during which a trainman works on the platform after he has concluded his scheduled run. It is work which he is not compelled to do,

it being entirely optional with each man whether or not he shall undertake such work.

The prevailing overtime rate is an allowance of five cents per hour above a man's regular rate. Most of the overtime is put in by men having assigned runs (regular men) and these men are with few exceptions receiving either the forty cent or the thirty-five-cent rate per hour, and therefore receiving respectively forty-five and forty cents per hour as an overtime rate.

A minimum of overtime is required on this property, for instance in the year 1917 it amounted to only 64,097 man hours, at a cost of \$24,537.00, out of a total approximating 12,000,000 man hours, involving an expenditure of \$3,550,000.

The suggestion that overtime "be all work performed or waiting under orders to work in excess of ten hours" is impracticable and discriminatory. As stated before, the spread of the peak and the length of trip time are controlling factors in the arrangement of runs. It may well be that a round trip will require two and one-half hours' time. Four trips would, therefore, be made within ten hours but to this would have to be added the run-on and run-off time and whatever interruptions are met with which delay the quitting time of the men; there is also involved in this the question of relief time for meals; and whether the trip time plus run-on, run-off and relief time, is actually divisible into ten hours must necessarily be considered. The trip time may be of comparatively short duration and would work readily into ten and one-half hours, for instance, for which the half hour would, under the suggestion referred to, be paid for at the overtime rate. The tendency

would then be to reduce the number of trips which would, of course, reduce the man's earnings per day and we believe prove unsatisfactory to the employees. On the other hand, if the overtime rate were applied to the time beyond ten hours, the Company would be in the position of paying an overtime rate for a section of one run whereas time on a similar run which happened to overlap this but which might be concluded within the ten-hour period, would be paid for at the regular rate and thus discrimination would develop in rate of pay.

The Company respectfully submits that the overtime pay now allowed is reasonable and should remain as it is.

The working conditions prevailing on this property have not been changed since the beginning of the war. Certainly this is no time to alter conditions that were found satisfactory before the war. The changes now suggested would result in reducing production and artificially increase the cost of service contrary to the policies and principles of this Board and the best interests of the country.

None of these suggested changes in working conditions were contained in the demands of the men presented to the Company in June. They appear in the petition to this Board for the first time.

VIII.

THE WAGES NOW IN FORCE ON THIS PROPERTY WHICH WERE ACCEPTED BY THE REPRESENTATIVES OF THE MEN CONSTITUTE AN ADEQUATE LIVING WAGE.

CUSTOM OF LOCALITIES.

"In fixing wages, hours, and conditions of labor, regard should always be had to the labor standards, wage scales, and other conditions prevailing in the localities affected."

THE LIVING WAGE.

"1. The right of all workers, including common laborers, to a living wage is hereby declared.

2. In fixing wages, minimum rates of pay shall be established which will insure the subsistence of the worker and his family in health and reasonable comfort."

The Company accepts this statement of principles as a proper guide in wage adjustments. It insists that judged by these standards prevailing rates for trainmen employed by the Company are adequate and reasonable. In establishing this conclusion, the Company would submit considerations as developed under the following heads:

INCREASED COST OF LIVING COMPARED WITH INCREASE IN WAGE RATES ON PUBLIC SERVICE RAILWAY.

It is possible only roughly to estimate the rate of increase in living costs between 1914-1915 and the present time. It has not been practicable to prosecute any independent local studies for the purpose of arriving at a figure which

would reflect the local increase. However, several inquiries have been worked out under governmental auspices, the conclusions of which doubtless approximate the truth. The studies made by the Federal Bureau of Labor Statistics of the cost of living in the New York and Philadelphia shipyard districts, as well as the investigations made by the Railroad Wage Commission, indicate an increase in living costs between 1914-1915 and the present time of approximately 40% to 45%. The increase in rates of pay of Public Service Railway trainmen between these dates has approximated this figure, as is shown by the following tabulation:

PUBLIC SERVICE RAILWAY COMPANY

SCALE OF WAGES FOR TRAINMEN.

	Effective 1-1-14	Effective 7-1-16	Effective 10-1-1917	Effective 6-1-1918	Effective 6-6-1918	% of Increase 1918 over 1914
First Year						
1st 6 months....	23c	25c	28c	30c	30c*	30.43
2d 6 months....	24c	25c	28c	30c	35c	45.83
Second Year	25c	27c	29c	31c	35c	40.00
Third Year	26c	28c	30c	32c	35c	34.62
Fourth Year	26c	28c	30c	32c	35c	34.62
Fifth Year	27c	29c	31c	33c	35c	29.63
Sixth Year	27c	29c	31c	33c	40c	48.15
Seventh Year	28c	30c	32c	34c	40c	42.86
Elighth Year	28c	30c	32c	34c	40c	42.86
Ninth Year	29c	31c	33c	35c	40c	37.93
Tenth Year	29c	31c	33c	35c	40c	37.93
After Ten Years...	30c	32c	34c	36c	40c	33.33

* This rate applies only during probationary period.

The rates in effect on Public Service lines prior to the first of June were twenty-eight to thirty-four cents, the maximum being reached at the conclusion of the tenth year of service. Effective June 6th last, a new schedule, thirty

cents, thirty-five cents and forty cents became effective. In the interpretation of these statistical data, it should be borne in mind that the service group of men receiving the thirty-cent rate of pay are merely probationers. The thirty-cent rate applies for but six months. The thirty-five-cent rate succeeds this probationary rate, and the forty-cent rate is reached at the end of the fifth year. It will be seen from this that not only have wages been substantially increased, but the scale in period of years of service has been cut in half.

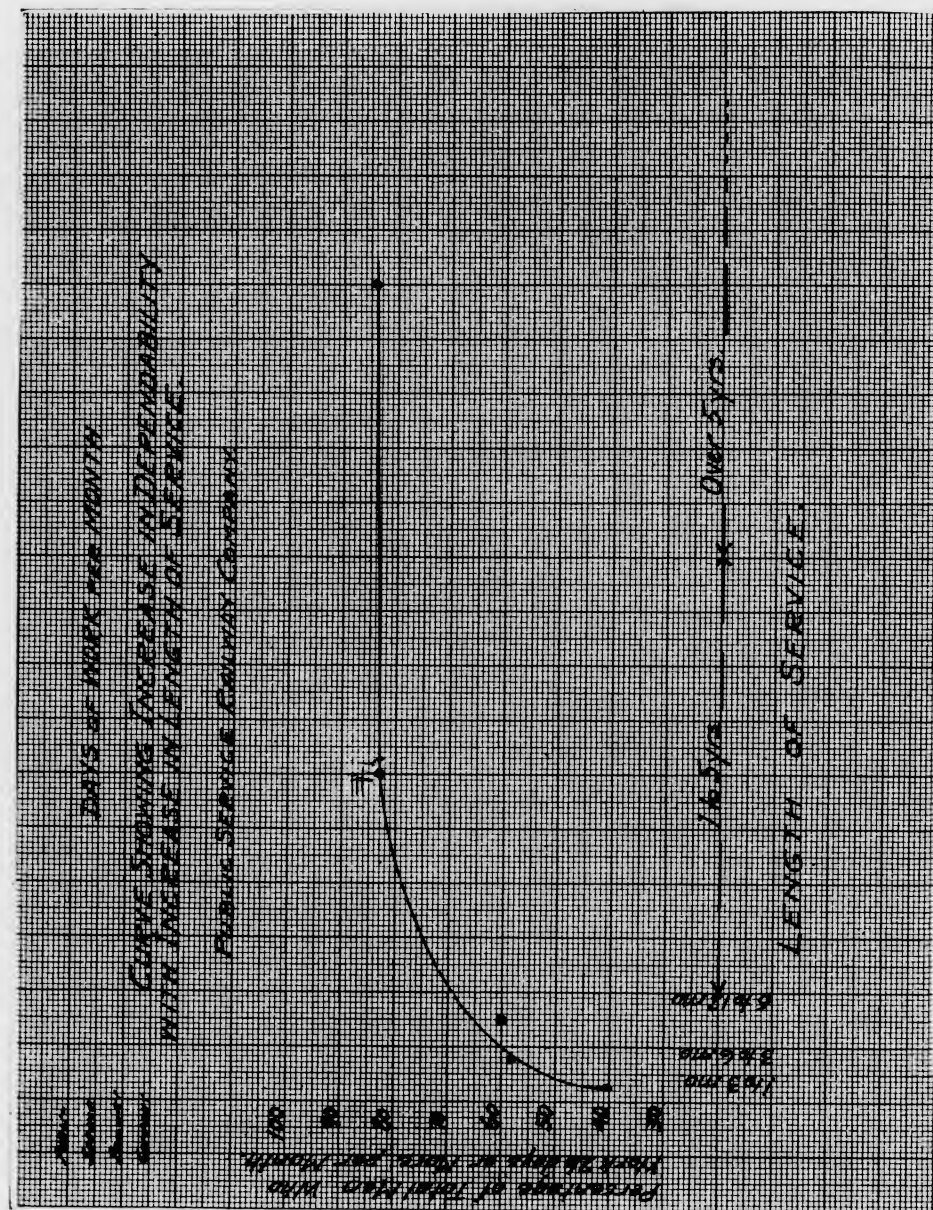
The reasons for the maintenance of the probationary wage rate appear in a consideration of the conditions peculiar to street railway employment.

In the first place, the more experienced employee is in general an older man and usually married. He is, therefore, more reliable, reporting for work more generally on time, and is more dependable in answering calls in emergencies. In addition, because of the responsibilities which marriage entails, the older man who is married, in order to maintain his standard of living, is inclined to work more steadily. This is very strikingly shown in figures which have been compiled showing the number of days worked by various classes of trainmen on Public Service lines in a typical month, which is included below:

TABLE SHOWING THE NUMBER OF DAYS WORKED IN
A TYPICAL MONTH BY VARIOUS CLASSES
OF TRAINMEN OF PUBLIC SERVICE
RAILWAY COMPANY.

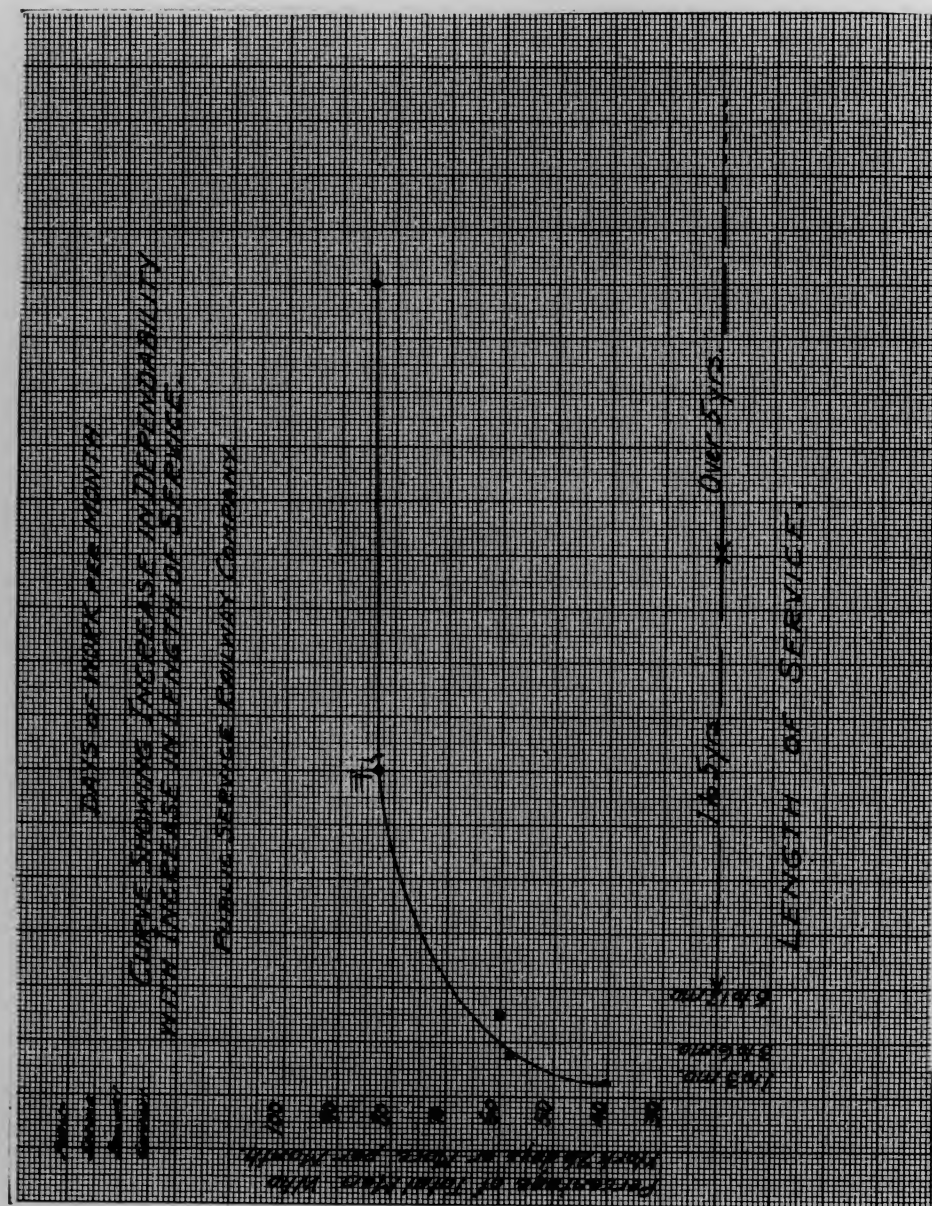
Period of Service	Total No. of Men	No. of Men Working Under 26 Days	No. of Men Working 26 Days & Over	% of Total Working 26 Days & Over
1-3 Months.....	541	322	219	40%
3-6 "	398	165	233	58%
6-12 "	391	155	236	60%
1-5 Years.....	1202	185	1017	83%
5 Years and Over..	1813	296	1517	84%

The same results are indicated graphically on the following chart:



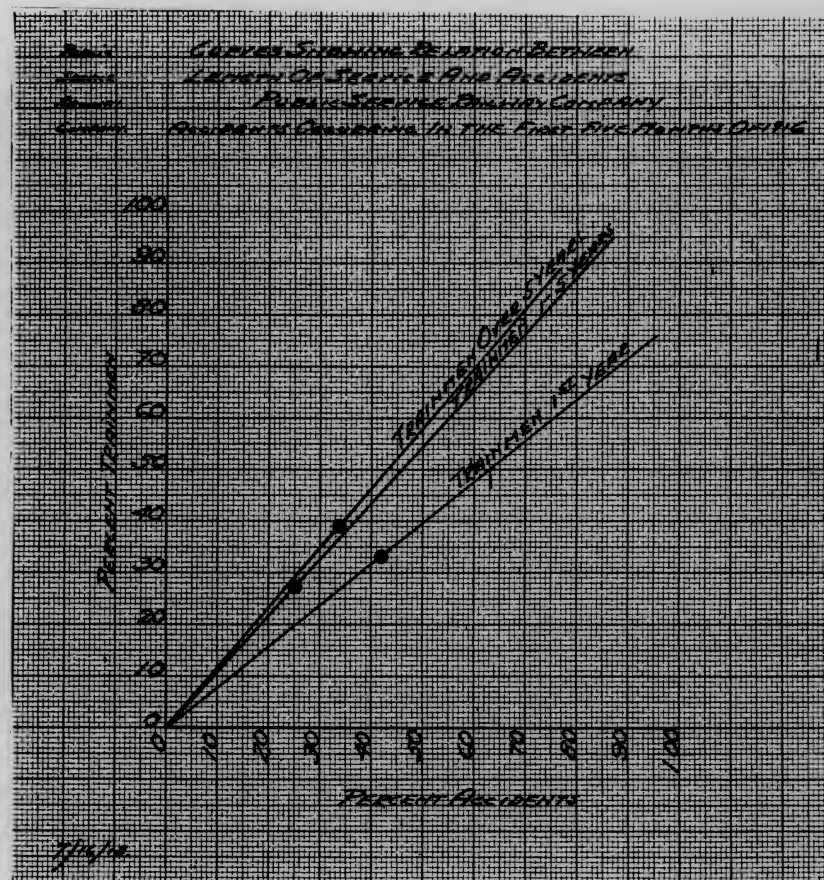
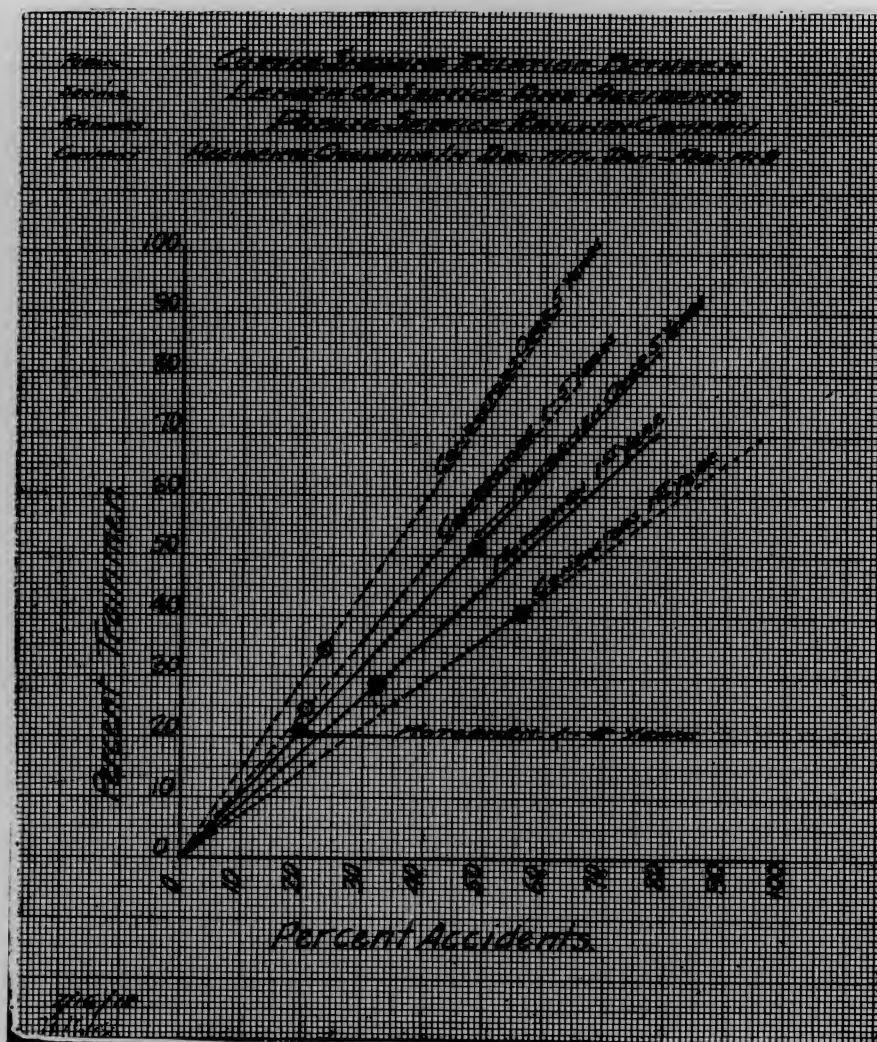
In the class of older, married employees sobriety increases; care in observance of rules is more pronounced, as is noted by the substantial reduction in violations of rules among the older employees especially where these are apt to interfere with the permanency of employment or the maintenance of earning power. Analysis of the accident records of new and old men indicates the importance of maintaining the personnel of the organization as constant as possible, as it is obvious that as the turnover minimizes, the safety of the public is conserved and consequently the loss to the Company on account of accidents is correspondingly reduced.

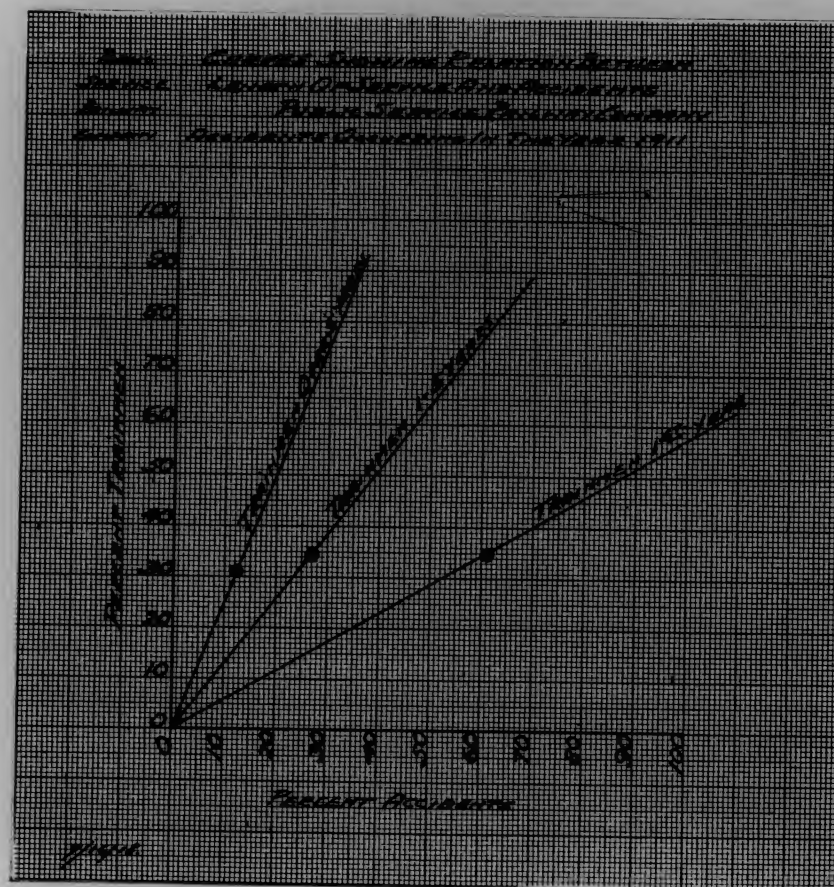
Proficiency is necessary in trainmen in many ways and makes the old employee of much greater value than the new, inexperienced man. This is particularly true in the lessening of accidents shown in the curves following:



In the class of older, married employees sobriety increases; care in observance of rules is more pronounced, as is noted by the substantial reduction in violations of rules among the older employees especially where these are apt to interfere with the permanency of employment or the maintenance of earning power. Analysis of the accident records of new and old men indicates the importance of maintaining the personnel of the organization as constant as possible, as it is obvious that as the turnover minimizes, the safety of the public is conserved and consequently the loss to the Company on account of accidents is correspondingly reduced.

Proficiency is necessary in trainmen in many ways and makes the old employee of much greater value than the new, inexperienced man. This is particularly true in the lessening of accidents shown in the curves following:





It will be noted from an analysis of the above charts that the accidents decrease as the length of service increases. The data compiled for the year 1911 show that trainmen in the first year of service, making up only 34.5 per cent. of the total working force on the platforms, were responsible for 61.0 per cent. of total accidents for the year, while the men in service over five years—31.0 per cent. of the total force—were responsible for only 12.0 per cent. of the total accidents. The per cent. of trainmen in the various classes and the percentage of accidents chargeable to each class are shown in the following:

DATA FOR THE YEAR 1911.

	Per Cent. Trainmen.	Per Cent. Accidents.
1st Year	34.5	61.
1 to 5 Years.....	34.5	27.
Over 5 Years.....	31.0	12.
	<hr/> 100.0	<hr/> 100.

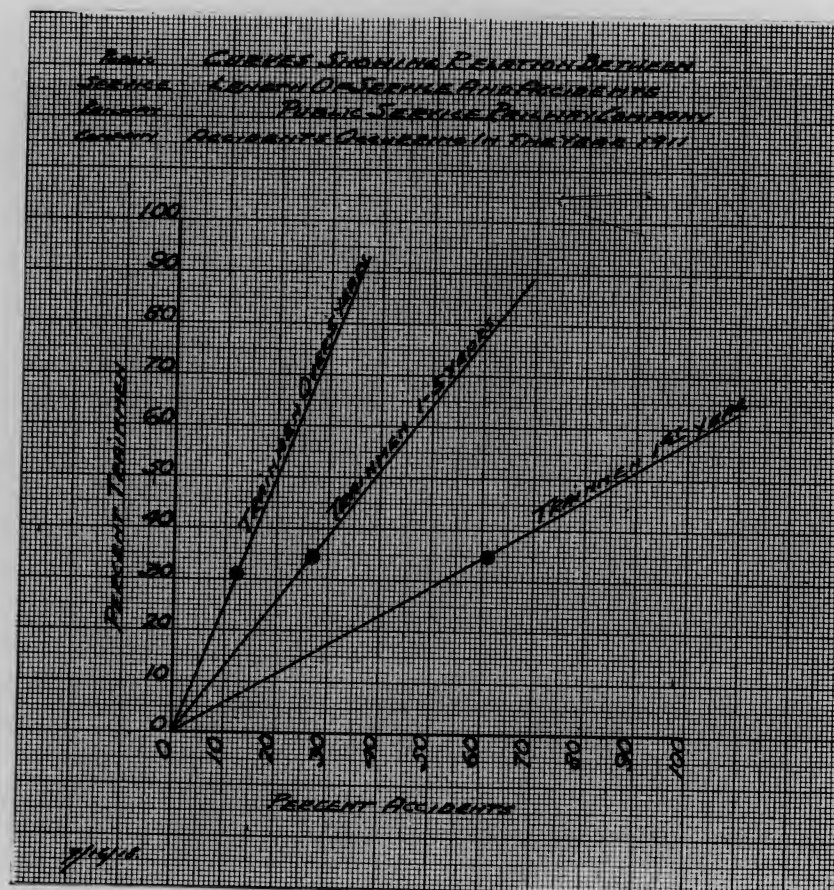
DATA FOR FIVE MONTHS, 1916.

1st Year	33.4	42.
1 to 5 Years.....	27.6	25.
Over 5 Years.....	39.0	33.
	<hr/> 100.0	<hr/> 100.

DATA FOR PERIOD, DECEMBER, 1917—FEBRUARY, 1918.

Conductors:		
1st Year	40.5	56.
1 to 5 Years.....	24.5	21.
Over 5 Years.....	35.0	23.
	<hr/> 100.0	<hr/> 100.

Motormen:		
1st Year	29.0	32.
1 to 5 Years.....	51.0	48.
Over 5 Years.....	20.0	20.
	<hr/> 100.0	<hr/> 100.



It will be noted from an analysis of the above charts that the accidents decrease as the length of service increases. The data compiled for the year 1911 show that trainmen in the first year of service, making up only 34.5 per cent. of the total working force on the platforms, were responsible for 61.0 per cent. of total accidents for the year, while the men in service over five years—31.0 per cent. of the total force—were responsible for only 12.0 per cent. of the total accidents. The per cent. of trainmen in the various classes and the percentage of accidents chargeable to each class are shown in the following:

DATA FOR THE YEAR 1911.

	Per Cent. Trainmen.	Per Cent. Accidents.
1st Year	34.5	61.
1 to 5 Years.....	34.5	27.
Over 5 Years.....	31.0	12.
	100.0	100.

DATA FOR FIVE MONTHS, 1916.

1st Year	33.4	42.
1 to 5 Years.....	27.6	25.
Over 5 Years.....	39.0	33.
	100.0	100.

DATA FOR PERIOD, DECEMBER, 1917—FEBRUARY, 1918.

Conductors:		
1st Year	40.5	56.
1 to 5 Years.....	24.5	21.
Over 5 Years.....	35.0	23.
	100.0	100.

Motormen:		
1st Year	29.0	32.
1 to 5 Years.....	51.0	48.
Over 5 Years.....	20.0	20.
	100.0	100.

The accidents for which the newer employees are responsible are of such a character as to make them the more costly. That this is the case is demonstrated by data showing the money cost of all accidents involving over \$100 in 1911 as divided between the trainmen of various years of service. This proved that in 1911, the first-year men (representing 34.5 per cent. of the total trainmen) were responsible for accidents costing \$119,107.50, while the two to five-year men caused an accident expenditure (cases over \$100) of only \$53,116.31, while among the men over five years in service, the accident cost was reduced to \$22,046.75. In percentages, this is shown below:

DATA FOR THE YEAR 1911.

	Per Cent. Trainmen.	Money Cost of Accidents Costing Over \$100.	Per Cent. of Total Cost.
1st Year	34.5	\$119,107.50	61.3
1-5 Years	34.5	53,116.31	27.3
Over 5 Years.....	31.0	22,046.75	11.4
	100.00	\$194,265.56	100.0

In a word, the probationary rate of 30c an hour is explained and justified by conditions peculiar to street railway employment.

As indicated at the beginning of this section, the increase in Public Service Railway wage rates has approximated advances in the cost of living. But even if this were not so, the method of arriving at a satisfactory scale of wages for July, 1918, by starting with 1914 or 1915 wage rates and adding an arbitrary percentage of increase to cover increased living costs would be little more than a leap in the dark. The wage rates in 1914 or 1915 may well have been either too low or too high. A much more defensible method would be first to

determine the present aggregate money cost of all of those items which should be included in the budget of a normal family, and then to arrive at such wage rates as will yield this sum. The experts employed by your Honorable Board will doubtless formulate a satisfactory standard of this description. We believe that such a standard should be put into effect, due allowance being made for peculiar modifying factors which appear in street railway employment, at least in Public Service Railway, in the State of New Jersey. These considerations are advanced hereinafter.

Direct confirmation of the fact that the wages paid trainmen by Public Service Railway Company were adequate, at least until 1916, is furnished by the sworn testimony of motormen and conductors before the Board of Public Utility Commissioners of the State of New Jersey, "In Re Rates of Fare—Public Service Railway Company." This testimony was presented on March 26th, 1918.

Charles E. Stephenson, a motorman on the Haddonfield Line, operating in the Camden or Southern Division, owning his own home subject to a mortgage, and having a family consisting of a wife and two children, testified as follows (page 267 of the Record):

"Q. What has been your experience with the cost of living and your ability to pay your bills at the present time, as compared with, say, 1916; a year ago? A. Well, it has been all I could do to pay the last year, since 1917, the high cost of living."

Frank J. Wilson, with a family consisting of a wife and one child, renting his house in West Hoboken, working as a conductor on the Union Hill Line of the Public Service Railway in Ho-

boken, testified as follows (page 275 of the Record):

"Q. While you have been on the property you have been able to save some little money, have you? A. Not for the last year.

Q. Not for the last year, but prior to that, did you?

A. We were able to put a few cents away before that."

Herbert Willis, a married man with no children, owning his own home in Haledon, Passaic County, New Jersey, working as a motor-man on the Hudson River line between Paterson and Edgewater, swore that his wages up until 1916 had been sufficient to enable him to pay his ordinary living expenses and to save money. His testimony on this point was as follows: (Page 280 of the Record.)

"Q. Up until now you have been able to save a little money to pay off on your property? A. Up until last year."

It should be emphasized that since this testimony was given, material increases in wage rates have been made; instead of a maximum rate of 34c an hour, which then prevailed, the rate is at present 40c an hour; the minimum rate at that time was 28c an hour, while at the present time it is 35c an hour (except for the probationary period). The men whose testimony is quoted above have had an increase of 25% in their rate of wages since they appeared before the New Jersey Board of Public Utility Commissioners, in March last.

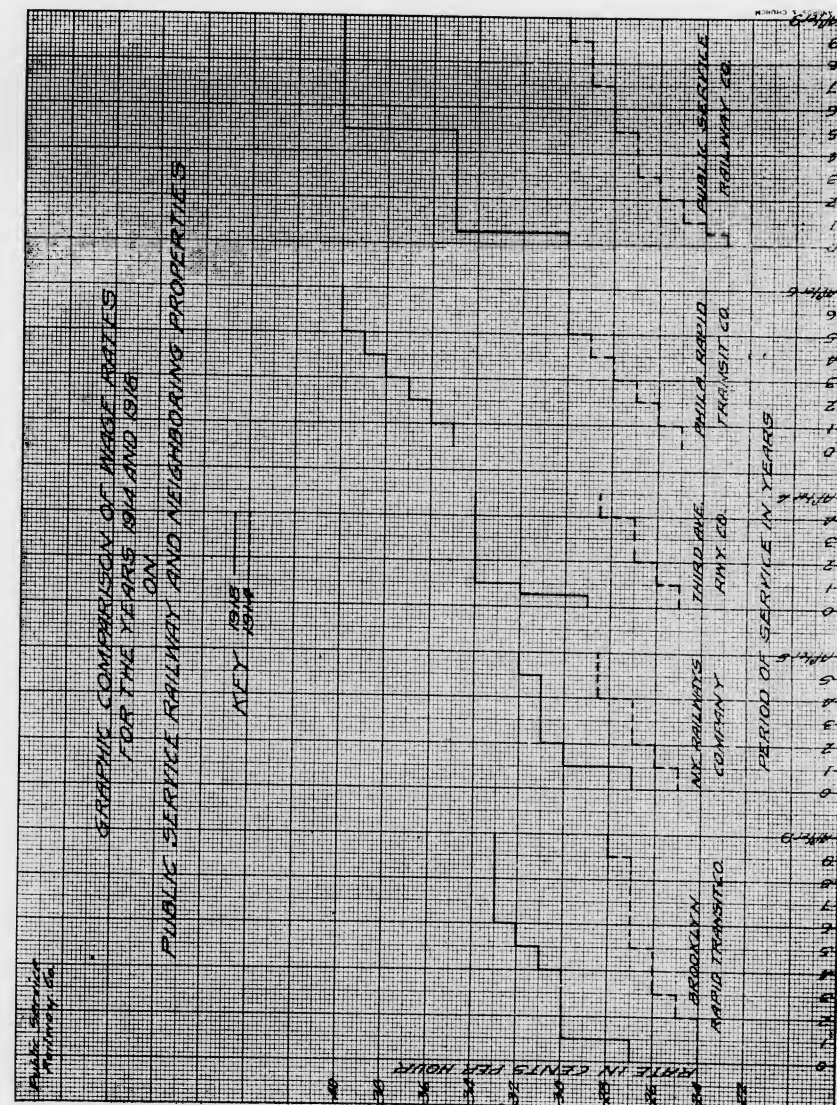
COMPARISON OF TRAINMEN'S WAGES ON PUBLIC SERVICE RAILWAY AND OTHER STREET RAILWAY PROPERTIES.

A flat rate of forty-five cents an hour demanded by the petitioners is far in excess of the rates paid on other lines in the eastern section of the country and the present maximum wage scale of Public Service Railway, forty cents per hour, may likewise be said to be higher than the rates paid on eastern street railways, with few exceptions. Attention is directed to the following list of companies from a compilation of more than seven hundred companies throughout the country. This tabulation shows the total number of companies, so far as we are able to determine them, which pay a rate of forty cents or more per hour and there is also indicated the period in which these maximum rates of pay become effective.



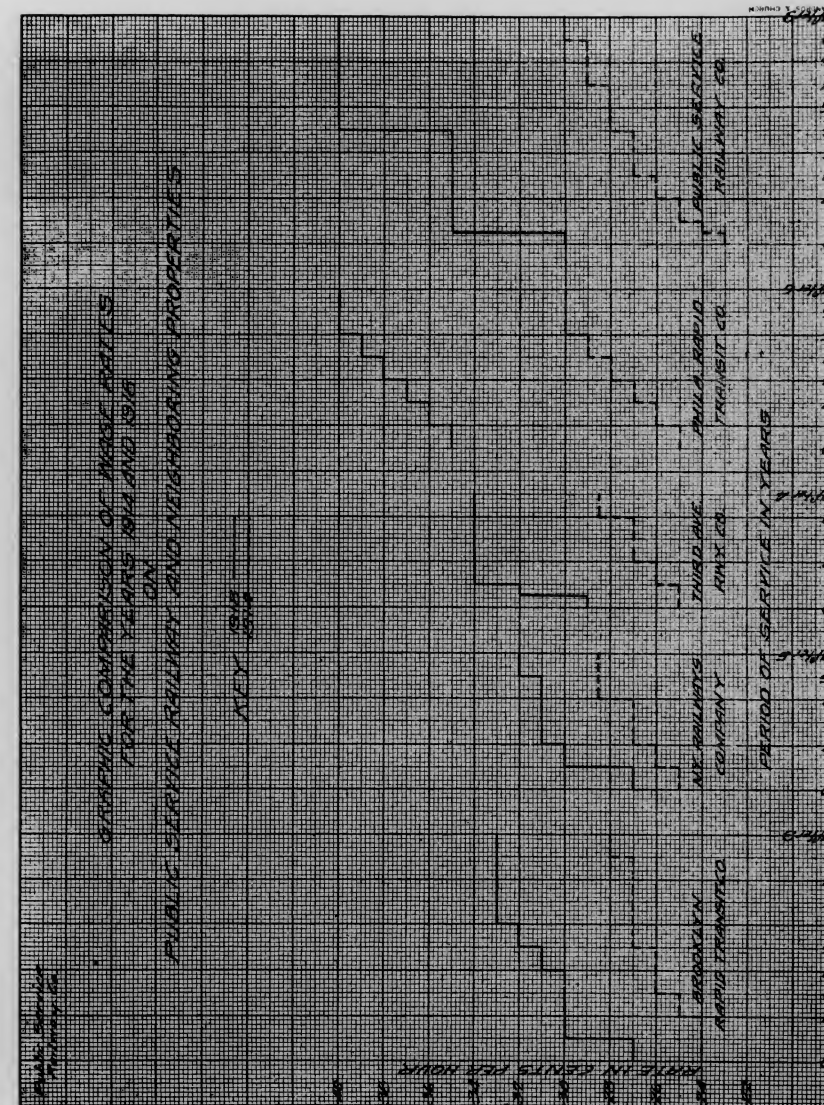
In addition the fact that the Amalgamated Association of Street and Electric Railway Employees of America has within sixty days signed an agreement with the Trenton and Mercer County Traction Company fixing thirty-eight cents per hour as the maximum wage rate for trainmen is of the greatest significance. This company operates in and around the city of Trenton—in the very heart of the territory served by the Public Service Railway. Judged from the practical standpoint of the rates which prevail on other street railways operating under substantially similar conditions, Public Service Railway is paying as high wages as any in this territory.

The chart appearing upon the succeeding page illustrates graphically the wage rates which prevailed on Public Service Railway in 1914, and at the present time, and also shows the wage rates in 1914 and today upon the street railways in Philadelphia and New York City.



In addition the fact that the Amalgamated Association of Street and Electric Railway Employees of America has within sixty days signed an agreement with the Trenton and Mercer County Traction Company fixing thirty-eight cents per hour as the maximum wage rate for trainmen is of the greatest significance. This company operates in and around the city of Trenton—in the very heart of the territory served by the Public Service Railway. Judged from the practical standpoint of the rates which prevail on other street railways operating under substantially similar conditions, Public Service Railway is paying as high wages as any in this territory.

The chart appearing upon the succeeding page illustrates graphically the wage rates which prevailed on Public Service Railway in 1914, and at the present time, and also shows the wage rates in 1914 and today upon the street railways in Philadelphia and New York City.



**OCCUPATIONS FROM WHICH TRAINMEN ARE DRAWN
BY PUBLIC SERVICE RAILWAY COMPANY.**

It must constantly be borne in mind that trainmen are not skilled mechanics, in the sense in which this term is ordinarily used, and efforts which are sometimes made to class motormen and conductors as craftsmen, ranking with high-grade mechanics and others who have spent years in learning trades, are misleading. The United States Department of Labor, Bureau of Labor Statistics, in its bulletin on "Street Railway Employment in the United States" published in April, 1917, well describes the qualifications necessary for motormen and conductors. The bulletin states (page 13) with reference to the qualifications of surface conductors:

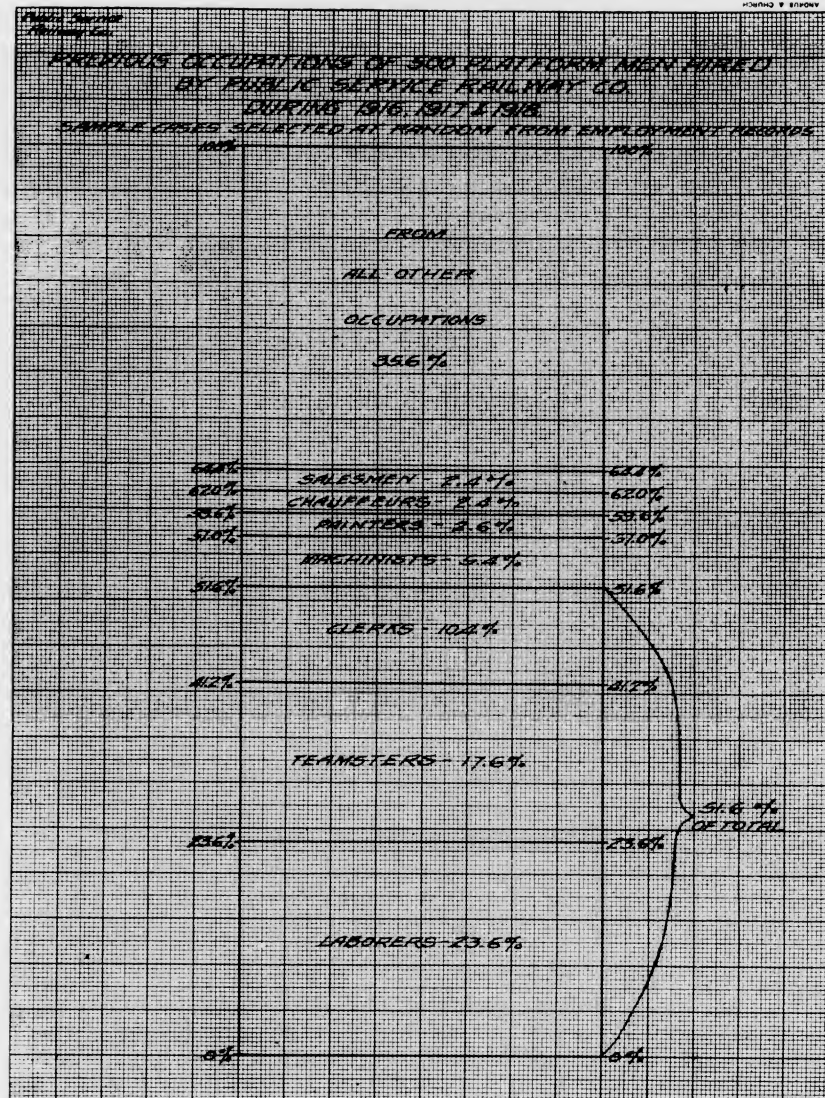
"The occupation is semi-clerical in some respects and one of responsibility rather than of skill. In the modern cars the work is comparatively easy, as fares are collected as passengers enter the car, but conductors are required in most cities to remain standing for long periods without opportunity for rest." * On Public Service Railway stools are provided conductors.

Describing the qualifications for motormen the bulletin observes:

"Traffic conditions are such that the occupation requires men physically strong, of good nerve, vitality, eyesight, judgment of speed and distance, and courage. The work is easily learned and should be classed as a responsible rather than a skilled occupation, although experience increases efficiency, especially in avoiding accidents. Employees usually reach the average of efficiency within two years. In most cities motormen are allowed to be seated when outside congested districts." * On Public Service Railway this custom prevails.

Confirmation of the fact that the motormen and conductors of Public Service Railway Company are not skilled workers is furnished by statistics showing the occupations from which they are recruited. In order that an accurate picture might be presented of the former occu-

pations of trainmen on Public Service Railway, the records of five hundred platform men hired during the year 1916, 1917, and 1918, were selected at random for examination. A tabulation has been prepared showing the former occupations of these men. The detailed results are shown as Appendix 1. The five hundred trainmen were recruited from some fifty-three occupations. The most important sources of labor supply are shown in the chart appearing on the following page:

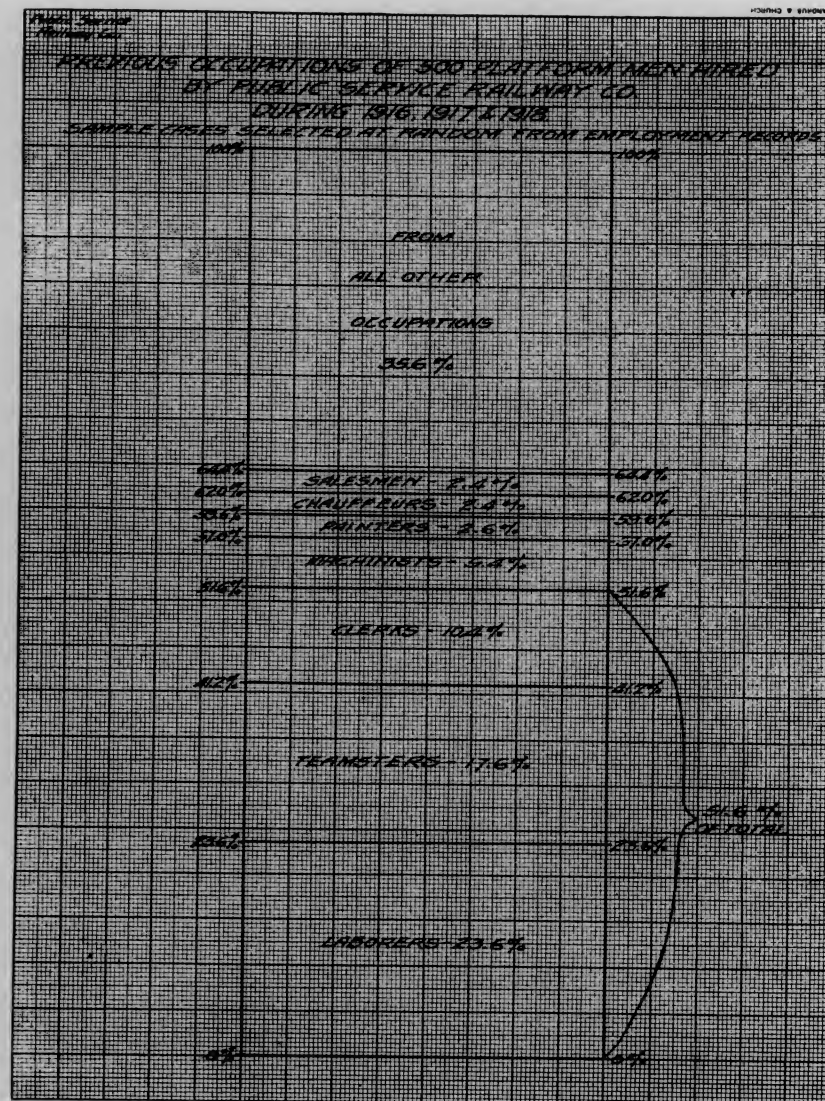


Over fifty per cent. of the five hundred selected trainmen were recruited from three occupations, laborers, teamsters and clerks. Almost a fourth of the platform men were ordinary laborers before entering the employ of the Company. With few exceptions these men were unskilled workers, commanding wages at the bottom of the industrial scale.

The experience which trainmen acquire through years of service makes them more valuable to a street railway, but it does not increase their usefulness or ability to command higher wages in other occupations. Trainmen, generally speaking, are not only recruited from the ranks of unskilled labor, but upon leaving the employ of the Company find themselves fitted for no skilled trade or craft. All comparisons of wage rates or annual earnings of street railway trainmen must therefore be made not with the earnings of skilled mechanics, but with the rates of wages and earnings of men of the same capacity and skill as the trainmen—that is to say, with the occupations from which they are recruited and to which they return upon severing their connection with street railway employment.

COMPARISON OF ACTUAL EARNINGS OF PUBLIC SERVICE RAILWAY TRAINMEN WITH EARNINGS OF OTHER WAGE EARNERS IN THE SAME LOCALITY.

Your Honorable Board in its Code of Principles and Policies has well said that "in fixing wages, hours and conditions of labor, regard shall always be had to labor standards and wages prevailing in the localities affected." To this principle Public Service Railway subscribes and now proposes to show that the wages paid to its trainmen in the year 1917 compared favor-



Over fifty per cent. of the five hundred selected trainmen were recruited from three occupations, laborers, teamsters and clerks. Almost a fourth of the platform men were ordinary laborers before entering the employ of the Company. With few exceptions these men were unskilled workers, commanding wages at the bottom of the industrial scale.

The experience which trainmen acquire through years of service makes them more valuable to a street railway, but it does not increase their usefulness or ability to command higher wages in other occupations. Trainmen, generally speaking, are not only recruited from the ranks of unskilled labor, but upon leaving the employ of the Company find themselves fitted for no skilled trade or craft. All comparisons of wage rates or annual earnings of street railway trainmen must therefore be made not with the earnings of skilled mechanics, but with the rates of wages and earnings of men of the same capacity and skill as the trainmen—that is to say, with the occupations from which they are recruited and to which they return upon severing their connection with street railway employment.

COMPARISON OF ACTUAL EARNINGS OF PUBLIC SERVICE RAILWAY TRAINMEN WITH EARNINGS OF OTHER WAGE EARNERS IN THE SAME LOCALITY.

Your Honorable Board in its Code of Principles and Policies has well said that "in fixing wages, hours and conditions of labor, regard shall always be had to labor standards and wages prevailing in the localities affected." To this principle Public Service Railway subscribes and now proposes to show that the wages paid to its trainmen in the year 1917 compared favor-

ably with wages paid to labor of like capacity in other industries in the communities served by the Company and that the conditions under which its trainmen worked, especially as regards steadiness of employment, were much better on the whole than those prevailing in other industries employing labor of similar grade.

In order to show clearly the relative situation of Public Service Railway trainmen and men of like ability employed in other industries in this territory, a careful investigation was made of pay-rolls and time sheets of a number of large industries in and around Newark. Because of the large labor turn-over in these concerns it was found impossible to get the records for a considerable number of men of each class who were in the employ of these firms throughout the year 1917. The results, however, include all the men of a given type who have been employed by the firms throughout the year and do not represent the arbitrary selection of a portion of a group of workers whose earnings are below the average for the group.

For purposes of comparison twenty-two trainmen working on the Hudson Division (one of the divisions in the northern end of the State) who had been in the employ of Public Service Railway Company for several years, including the year 1917, were selected at random. A like number were similarly selected on the Southern Division (the division in the southern end of the State). An examination was made of the number of hours of regular time and overtime put in by each of these men and the average for the twenty-two men in each division was secured. From the reports made by Public Service Railway to the Collector of Internal Revenue of the earnings of all trainmen to whom the Company

had paid \$800 or more during the year, the average earnings of these trainmen for 1917 were calculated. Since every trainman who worked throughout the year averaged more than \$800, it follows that a fair basis of comparison was secured. The results of the comparison of the hours of regular time, hours of overtime, and average earnings of the trainmen of Public Service Railway contrasted with the above mentioned workers employed by other concerns in and around Newark, are shown in the following charts.*

* For tabulation of data from which charts were prepared, see Appendix 2.

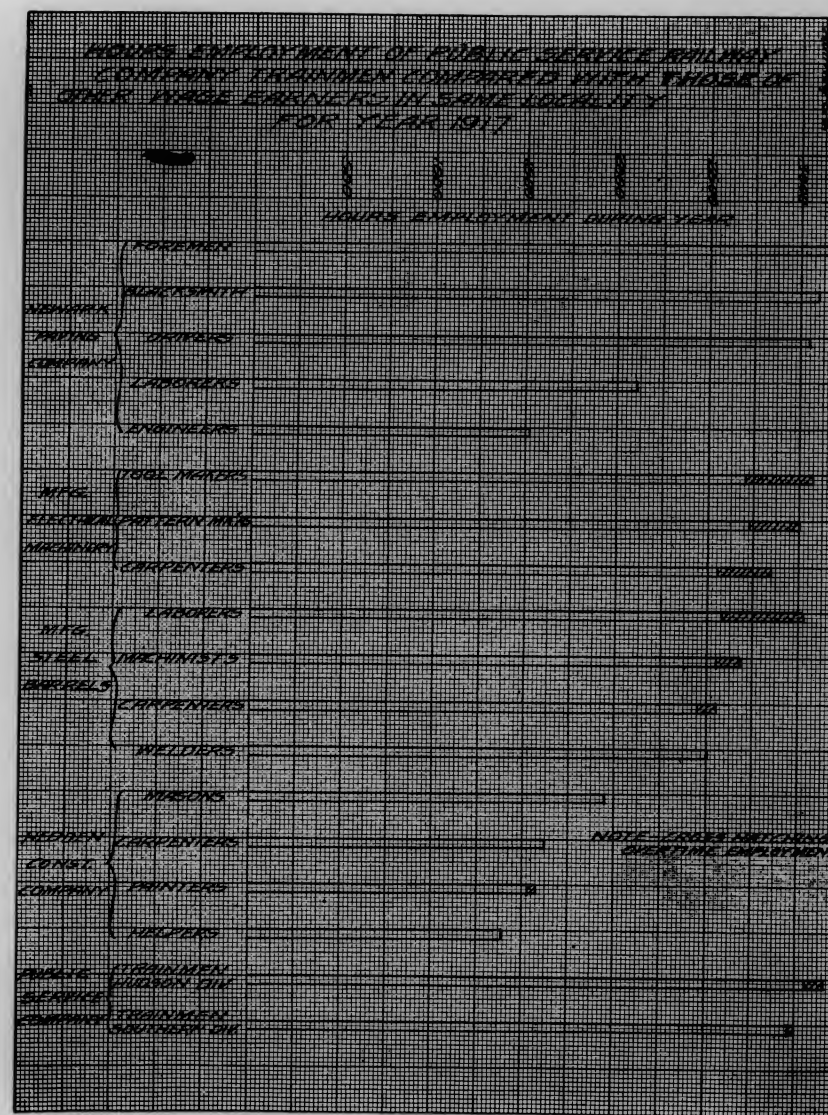
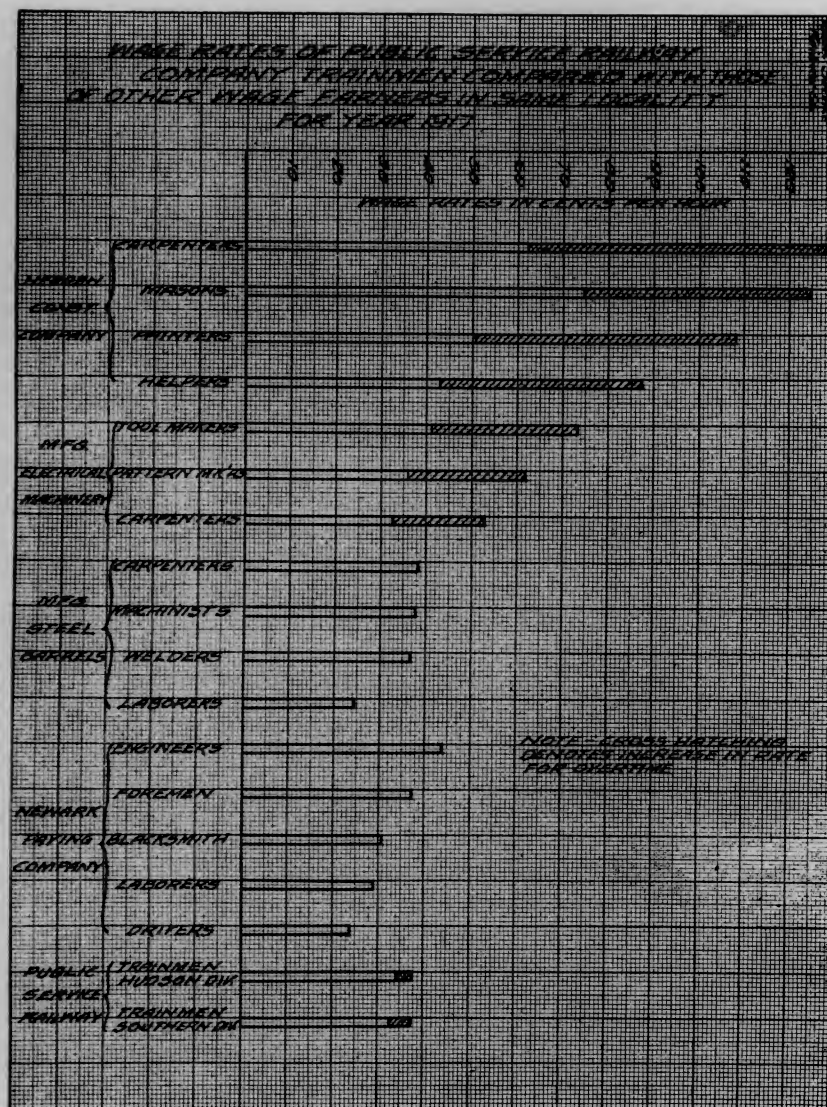
ably with wages paid to labor of like capacity in other industries in the communities served by the Company and that the conditions under which its trainmen worked, especially as regards steadiness of employment, were much better on the whole than those prevailing in other industries employing labor of similar grade.

In order to show clearly the relative situation of Public Service Railway trainmen and men of like ability employed in other industries in this territory, a careful investigation was made of pay-rolls and time sheets of a number of large industries in and around Newark. Because of the large labor turn-over in these concerns it was found impossible to get the records for a considerable number of men of each class who were in the employ of these firms throughout the year 1917. The results, however, include all the men of a given type who have been employed by the firms throughout the year and do not represent the arbitrary selection of a portion of a group of workers whose earnings are below the average for the group.

For purposes of comparison twenty-two trainmen working on the Hudson Division (one of the divisions in the northern end of the State) who had been in the employ of Public Service Railway Company for several years, including the year 1917, were selected at random. A like number were similarly selected on the Southern Division (the division in the southern end of the State). An examination was made of the number of hours of regular time and overtime put in by each of these men and the average for the twenty-two men in each division was secured. From the reports made by Public Service Railway to the Collector of Internal Revenue of the earnings of all trainmen to whom the Company

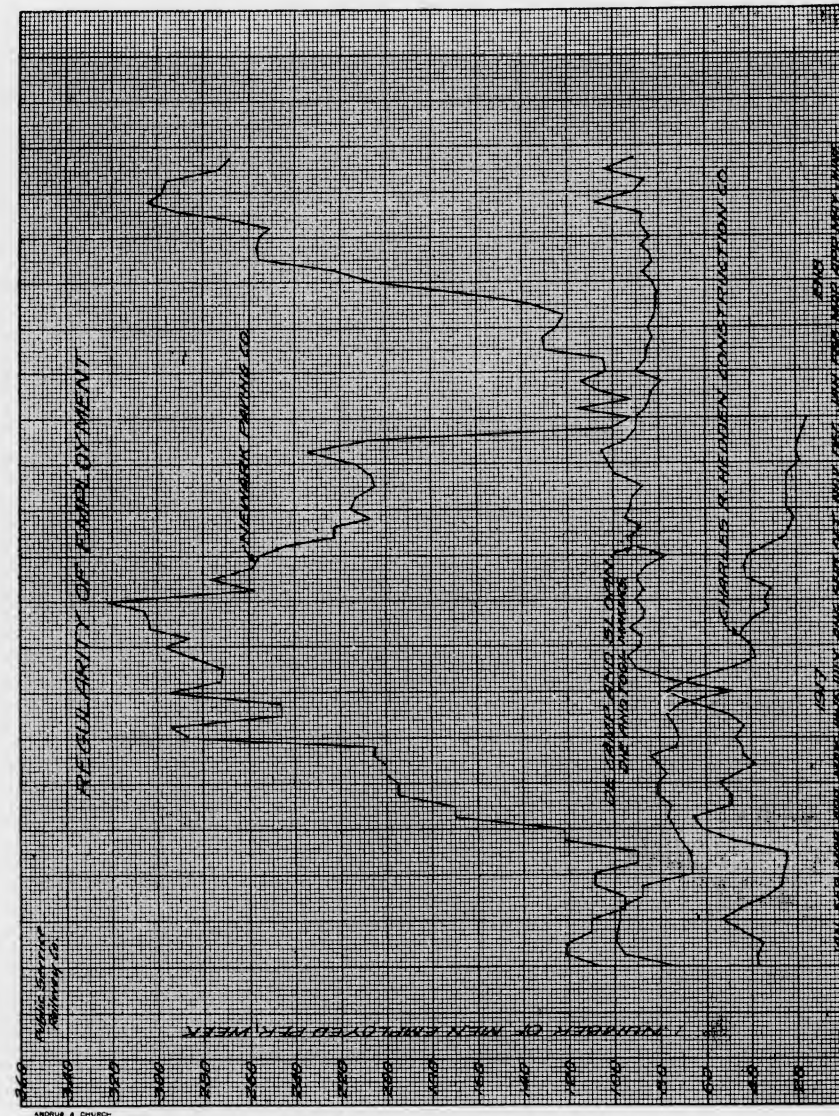
had paid \$800 or more during the year, the average earnings of these trainmen for 1917 were calculated. Since every trainman who worked throughout the year averaged more than \$800, it follows that a fair basis of comparison was secured. The results of the comparison of the hours of regular time, hours of overtime, and average earnings of the trainmen of Public Service Railway contrasted with the above mentioned workers employed by other concerns in and around Newark, are shown in the following charts.*

* For tabulation of data from which charts were prepared, see Appendix 2.



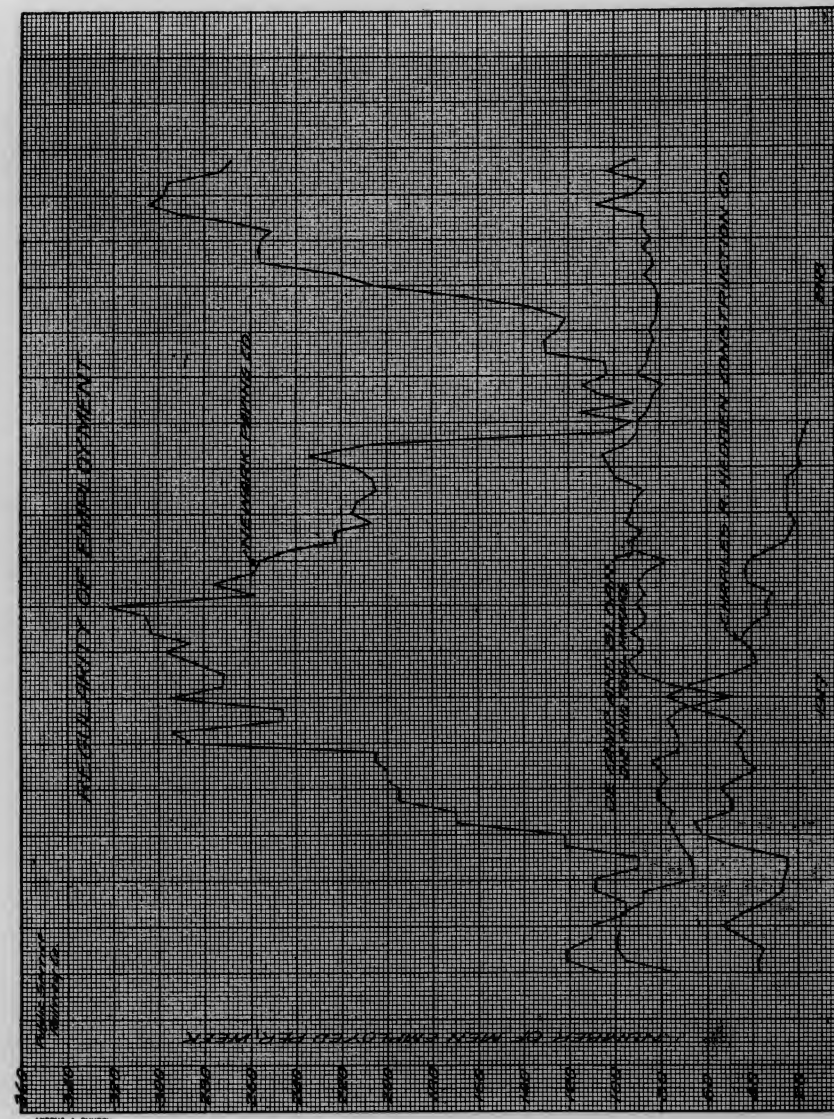
of Public Service Railway averaged over 3,000 hours in the year 1917. Very few classes of employees in other industries enjoy such great regularity of employment. It is a well-known fact that masons, carpenters, painters, engineers engaged in outside construction work, and laborers in outdoor work are idle for the greater part of the winter, thereby greatly reducing their yearly earnings. Even those who worked indoors, and who were therefore more or less independent of weather conditions, did not enjoy the regularity of employment of railway trainmen. It must be borne in mind that the above comparison is made at a time when every industry, generally speaking, is crowded to capacity with war work, and when therefore regularity of employment is far above the average.

Some conception of the variations in the regularity of employment in other industries in and around Newark is furnished by an analysis of the weekly pay rolls of the firms included in the foregoing comparison. The following chart shows graphically the fluctuations of the working hours of the Newark Paving Company; De-Camp and Sloan (tool and die makers) and Chas. R. Hedden Construction Co., all of Newark:



of Public Service Railway averaged over 3,000 hours in the year 1917. Very few classes of employees in other industries enjoy such great regularity of employment. It is a well-known fact that masons, carpenters, painters, engineers engaged in outside construction work, and laborers in outdoor work are idle for the greater part of the winter, thereby greatly reducing their yearly earnings. Even those who worked indoors, and who were therefore more or less independent of weather conditions, did not enjoy the regularity of employment of railway trainmen. It must be borne in mind that the above comparison is made at a time when every industry, generally speaking, is crowded to capacity with war work, and when therefore regularity of employment is far above the average.

Some conception of the variations in the regularity of employment in other industries in and around Newark is furnished by an analysis of the weekly pay rolls of the firms included in the foregoing comparison. The following chart shows graphically the fluctuations of the working hours of the Newark Paving Company; De-Camp and Sloan (tool and die makers) and Chas. R. Hedden Construction Co., all of Newark:



Extreme variations in the size of the working force are at once apparent, especially in the case of those industries dependent to a large degree on weather conditions. If it had been possible to include on this chart a record of trainmen in the employ of Public Service Railway we should have practically a straight line.

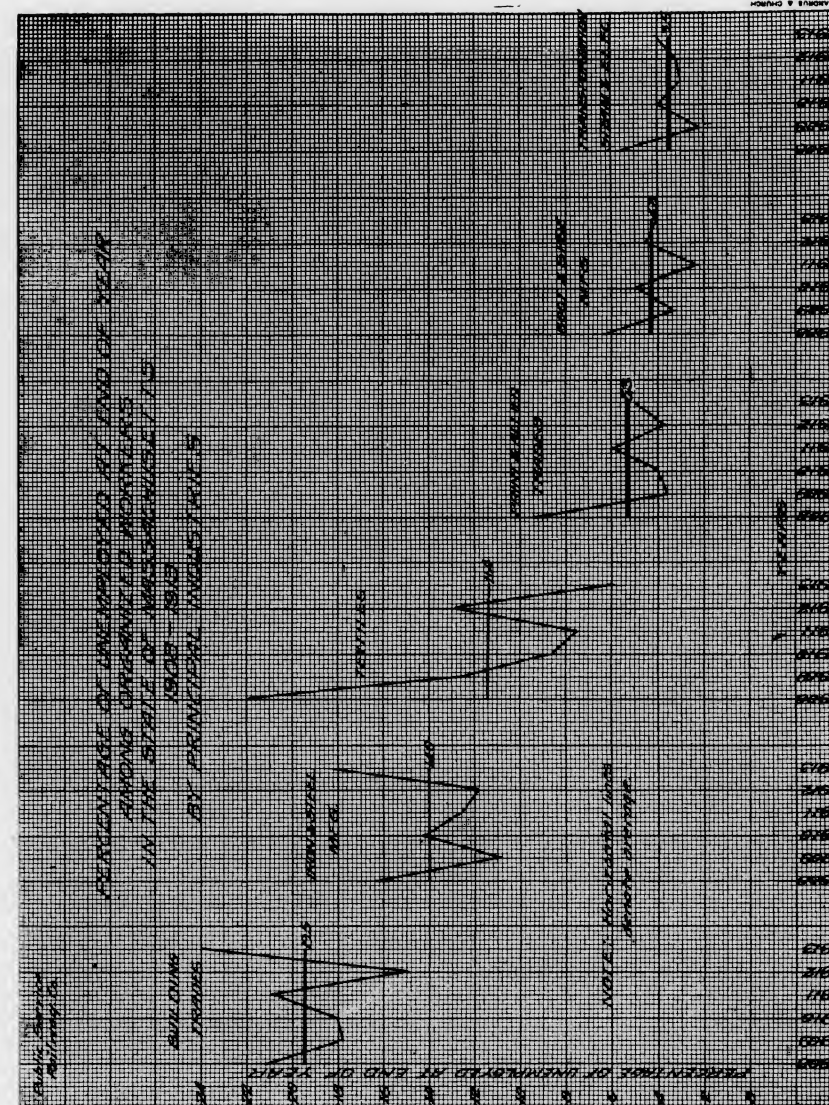
Numerous official investigations are available showing the degree of un-employment in various industries. The result of one of the most recent investigations of this character is contained in the Report of Statistics of Labor, State of Massachusetts (1915):

PERCENTAGE UNEMPLOYED AT END OF YEAR AMONG ORGANIZED WORKERS IN THE STATE OF MASSACHUSETTS, 1908-1913, BY PRINCIPAL INDUSTRIES.

(Page 42, Report on Statistics of Labor, Massachusetts, 1915.)

Year Ending	Transp'n, Boot & Steam & Shoe		Print. & Allied Trades		Iron & Steel Building	
	Electric	Mfg.	Trades	Textiles	Mfg.	Trades
Dec. 31, 1908	5.7	6.4	9.4	20.9	16.3	21.2
1909	2.2	3.3	3.6	12.6	10.9	17.8
1910	4.0	5.0	4.0	8.6	14.3	18.0
1911	3.0	2.3	6.0	7.5	12.6	20.9
1912	3.2	4.6	3.7	12.9	11.9	14.9
1913	4.1	4.0	5.0	5.9	18.2	23.9
AVERAGES	3.5	4.3	5.3	11.4	14.0	19.5

A chart on the following page illustrates graphically the relative percentage of unemployment as shown by the above tabulation. Conditions on the whole were favorable in these years, there being no severe industrial depression during this period. The remarkable steadiness of employment in the transportation industry is strikingly illustrated. The inclusion of the employees of steam railroads and of those employees of the electric railways engaged in construction and maintenance work materially



Extreme variations in the size of the working force are at once apparent, especially in the case of those industries dependent to a large degree on weather conditions. If it had been possible to include on this chart a record of trainmen in the employ of Public Service Railway we should have practically a straight line.

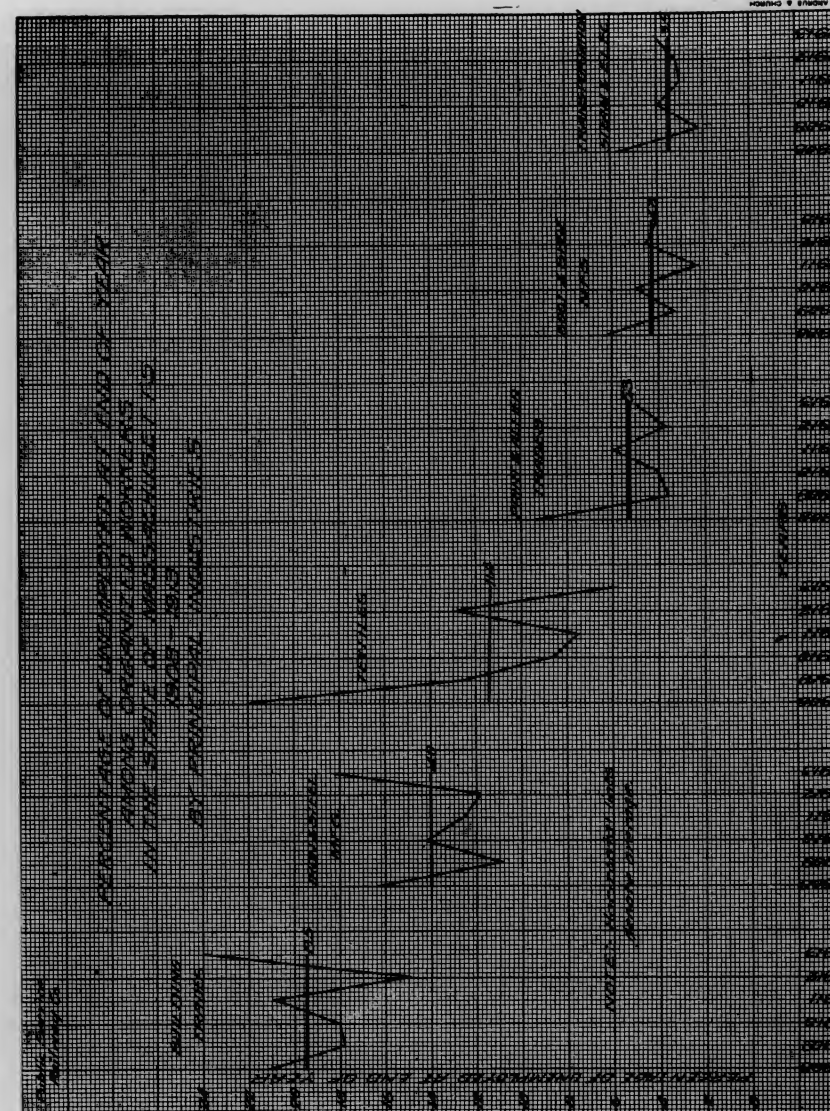
Numerous official investigations are available showing the degree of un-employment in various industries. The result of one of the most recent investigations of this character is contained in the Report of Statistics of Labor, State of Massachusetts (1915):

PERCENTAGE UNEMPLOYED AT END OF YEAR AMONG ORGANIZED WORKERS IN THE STATE OF MASSACHUSETTS, 1908-1913, BY PRINCIPAL INDUSTRIES.

(Page 42, Report on Statistics of Labor, Massachusetts, 1915.)

Year Ending	Transp'n, Boot & Print. & Steam & Shoe		Allied Trades Textiles		Iron & Steel Building	
	Electric	Mfg.	Mfg.	Trades	Mfg.	Trades
Dec. 31, 1908	5.7	6.4	9.4	20.9	16.3	21.2
1909	2.2	3.3	3.6	12.6	10.9	17.8
1910	4.0	5.0	4.0	8.6	14.3	18.0
1911	3.0	2.3	6.0	7.5	12.6	20.9
1912	3.2	4.6	3.7	12.9	11.9	14.9
1913	4.1	4.0	5.0	5.9	18.2	23.9
AVERAGES	3.5	4.3	5.3	11.4	14.0	19.5

A chart on the following page illustrates graphically the relative percentage of unemployment as shown by the above tabulation. Conditions on the whole were favorable in these years, there being no severe industrial depression during this period. The remarkable steadiness of employment in the transportation industry is strikingly illustrated. The inclusion of the employees of steam railroads and of those employees of the electric railways engaged in construction and maintenance work materially



raises the average of unemployment. If the comparison had included only street railway trainmen the percentage of unemployment would have been infinitesimal.

Your Honorable Board will not lose sight of the fact that trainmen employed by railways, operating under conditions such as prevail on this property, are certain of work irrespective of good or bad times. Experience on this property has shown that in periods of industrial depression it is unnecessary to discharge trainmen because of decreasing traffic. The normal diminution of working force through deaths, resignations and other causes makes it unnecessary to discharge trainmen because of lack of work. The security of income of Public Service trainmen is a matter of more than sentimental value, and one which is entitled to serious weight in determining a proper hourly wage rate.

The present rates of wages for trainmen on this property are adequate to attract and hold a sufficient number of men and women to meet operating needs. The fact must be kept in mind that there is always a constant stream of new employees needed by an electric railway company to fill positions of those resigning or discharged or to provide men requisite to run additional cars necessitated by growth of traffic. As a matter of fact experience has shown that the number of men required for the above purposes varies between different seasons of the year. The greatest number of appointments as a rule occurs shortly after the beginning of the year, and in consequence if wage rates are sufficiently high it is to be expected that the number of applications taken would reach their maximum at this season. The number of men required in February and March is much less than in January. Requirements again increase in mid-summer, but vary to a considerable extent in the fall and winter.

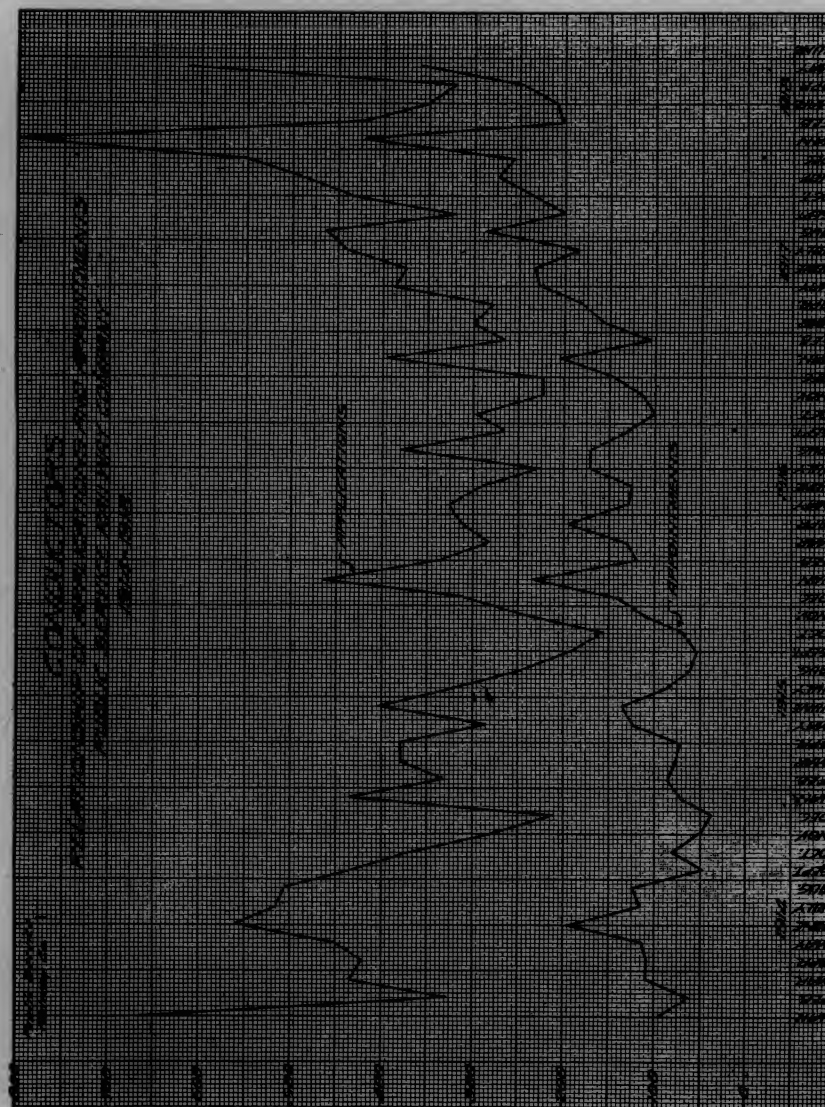
If the number of applications is in excess of the requirements of the company, it follows that the rate of wages is sufficiently attractive to bring to the Company an adequate supply of labor. This is especially true in the case of Public Service Railway. Applications are taken only from those men who, upon being interviewed, are found to possess personal qualifications entitling them to serious consideration.

Public Service Railway Company has always been able to secure the number of trainmen to furnish the service necessary to meet the public's requirements, and in spite of the abnormal conditions prevailing in the labor market for the past year, the Company has been able to secure

and hold a reasonably adequate number of trainmen.

The two charts immediately following, show the number of appointments to positions as motormen and conductors by months, from January, 1914, to June, 1918. These charts demonstrate the correctness of the above conclusions. Attention is called to the fact that the number of applications has always largely exceeded the number of men appointed, * giving a reasonable number of applicants out of which to make selections, thereby enabling the Company to pick out those men best fitted for platform work.

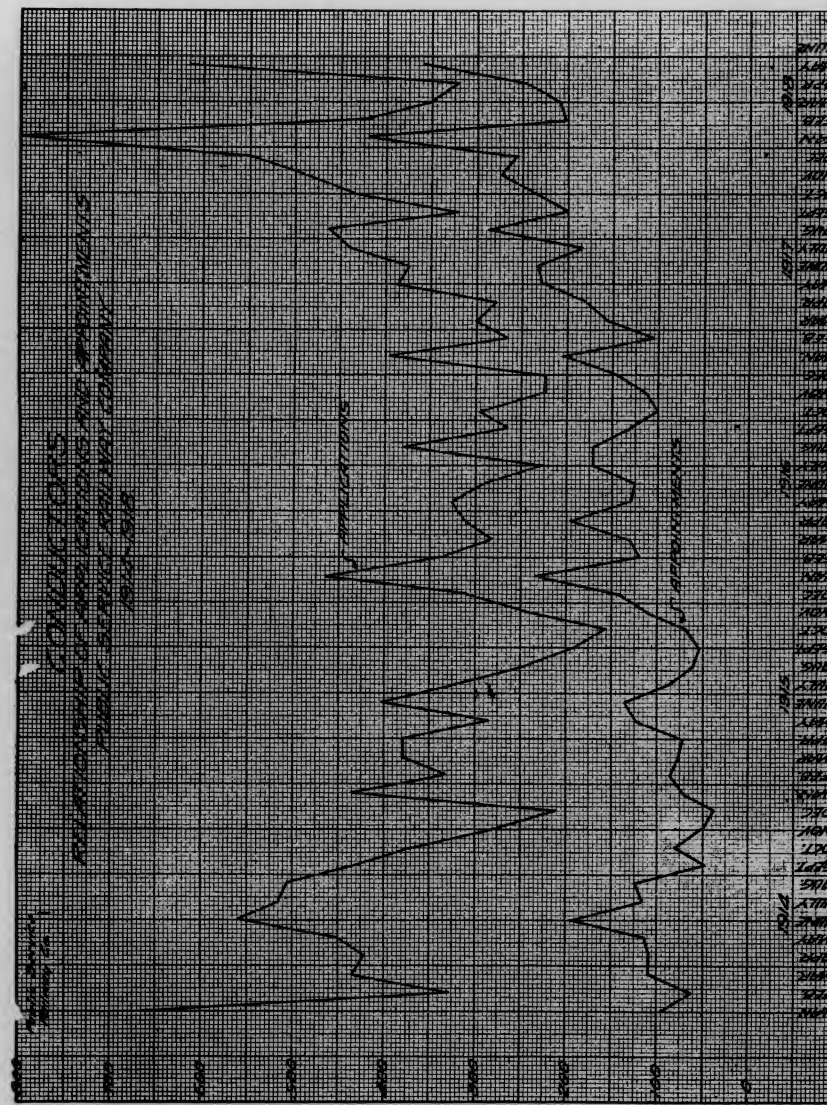
*Except for a few days when the holdover list was drawn upon.

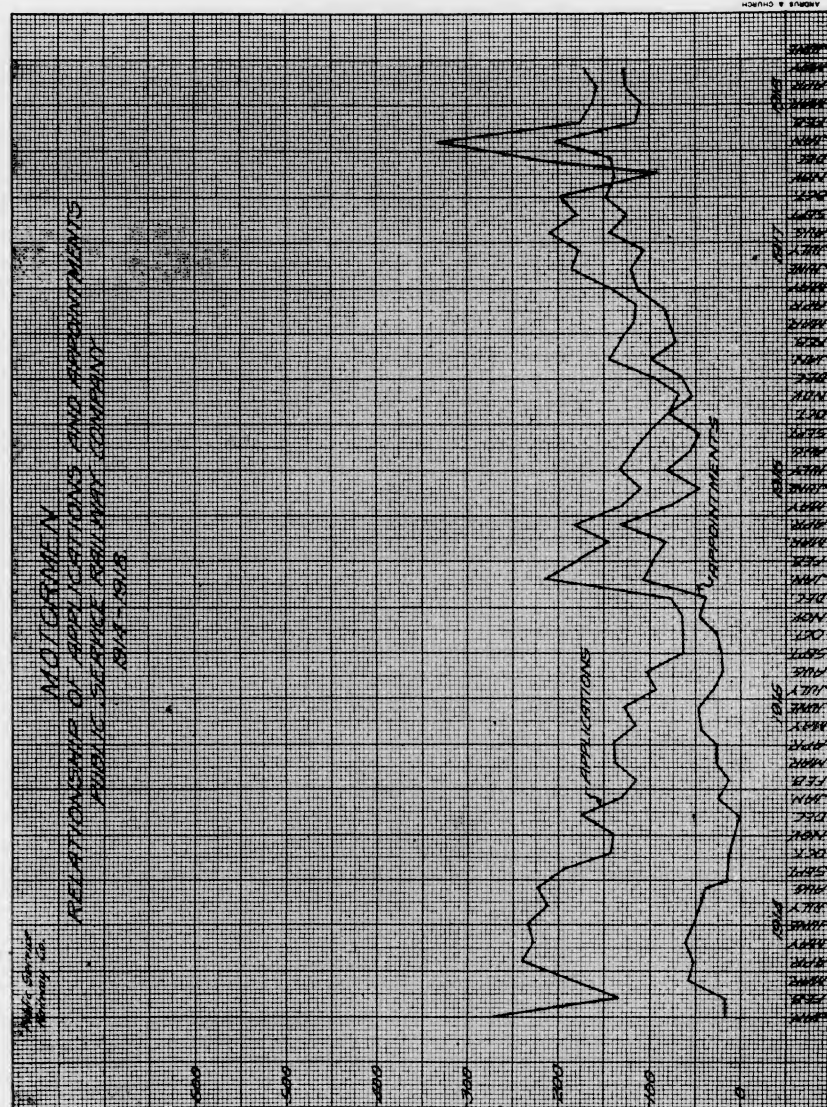


and hold a reasonably adequate number of trainmen.

The two charts immediately following, show the number of appointments to positions as motormen and conductors by months, from January, 1914, to June, 1918. These charts demonstrate the correctness of the above conclusions. Attention is called to the fact that the number of applications has always largely exceeded the number of men appointed, * giving a reasonable number of applicants out of which to make selections, thereby enabling the Company to pick out those men best fitted for platform work.

*Except for a few days when the holdover list was drawn upon.



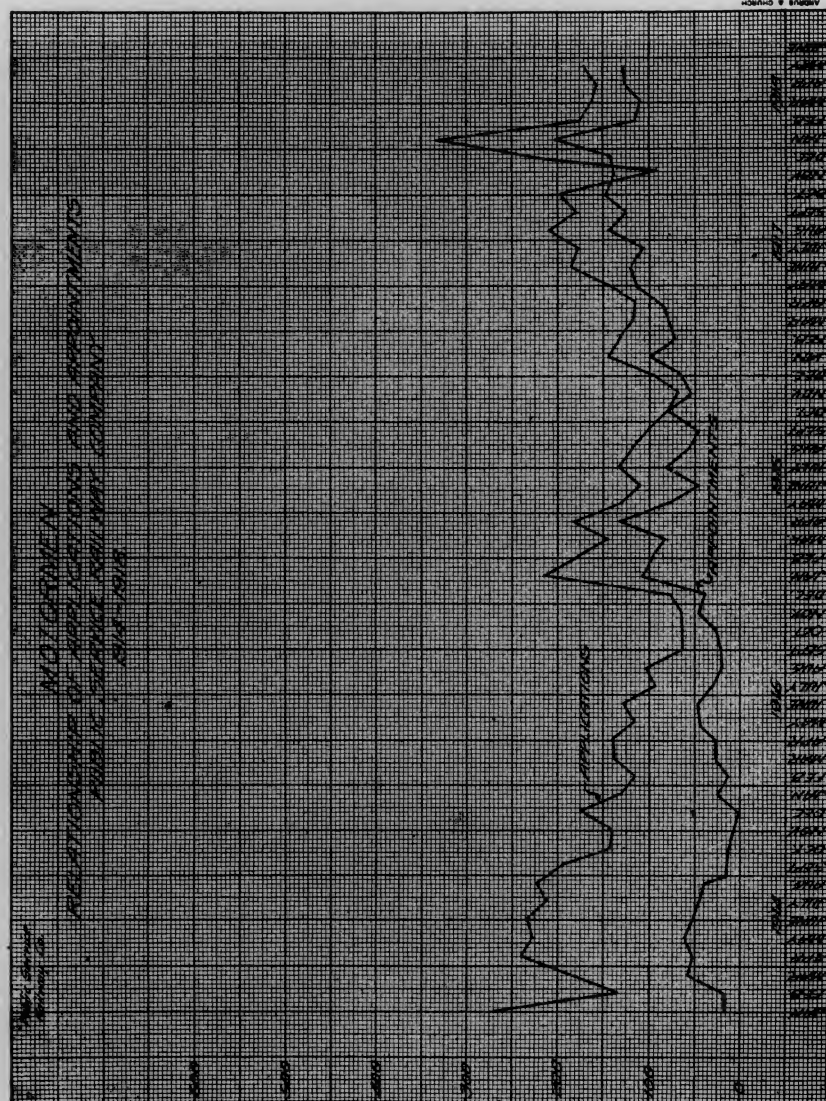


During the early months of 1918, owing to the rapid increase in industrial wages and the unusually severe weather conditions which prevailed, the Company lost an unusual number of trainmen; but the wage increases effective June 1st and June 6th, 1918, have completely re-established the parity of wages between Public Service Railway and those industries which may be regarded as competitive from a labor standpoint. This is evidenced by the record of applications for positions as trainmen from June 1st to July 3rd inclusive.

MEMORANDUM CONCERNING RE-APPOINTMENTS, APPOINTMENTS, DISCHARGES, RESIGNATIONS, ETC.
June 1 to July 3, 1918.

	Conductors.	Motormen.	Total.
Number of old men re-appointed			
June 1 to July 3.....	84	137	221
Number of new men hired from			
June 1 to July 3.....	391	153	544
Total number of men hired from			
June 1 to July 3.....	475	290	765
Total number of women in employ			
June 1st			101
Total number of women hired from			
June 1 to July 3.....			142

We believe that it is impossible to exaggerate the importance of the fact that out of 765 men hired as trainmen between June 1st and July 3rd, 221 or over 28% were former trainmen who had returned to our employ from other occupations. The wage rates which now prevail are clearly sufficient to cause former employees to give up other occupations for which they had left the service of the Company. Many of our former employees who are returning have forsaken the shipyards for positions as trainmen.



During the early months of 1918, owing to the rapid increase in industrial wages and the unusually severe weather conditions which prevailed, the Company lost an unusual number of trainmen; but the wage increases effective June 1st and June 6th, 1918, have completely re-established the parity of wages between Public Service Railway and those industries which may be regarded as competitive from a labor standpoint. This is evidenced by the record of applications for positions as trainmen from June 1st to July 3rd inclusive.

MEMORANDUM CONCERNING RE-APPOINTMENTS, APPOINTMENTS, DISCHARGES, RESIGNATIONS, ETC.

June 1 to July 3, 1918.

	Conductors.	Motormen.	Total.
Number of old men re-appointed			
June 1 to July 3.....	84	137	221
Number of new men hired from			
June 1 to July 3.....	391	153	544
Total number of men hired from			
June 1 to July 3.....	475	290	765
Total number of women in employ			
June 1st	101		
Total number of women hired from			
June 1 to July 3.....	142		

We believe that it is impossible to exaggerate the importance of the fact that out of 765 men hired as trainmen between June 1st and July 3rd, 221 or over 28% were former trainmen who had returned to our employ from other occupations. The wage rates which now prevail are clearly sufficient to cause former employees to give up other occupations for which they had left the service of the Company. Many of our former employees who are returning have forsaken the shipyards for positions as trainmen.

WHAT IS THE MONEY COST OF AN ADEQUATE LIVING STANDARD?

For an answer to this question, we must depend on the results of several investigations which have application to living conditions and living costs in the State of New Jersey. The following tabulation of the results of recent studies as to minimum annual budgetary requirements are suggestive:

	Budget.
The Bureau of Municipal Research, Philadelphia *	\$1,200.00

This study was undertaken by the Bureau of Municipal Research in September, 1917, but most of the data were gathered in 1918. The field work was finished June 15th last. Detailed report will be published in September or October next. The conclusions were based upon actual expense accounts kept over a period of months by several hundred families of five—father, mother and three children, earning less than \$1,800.00 a year. The results are typical of conditions existing on Public Service Railway's Southern Division (in and around Camden).

Philadelphia shipyard workers.....	\$1,398.83
New York shipyard workers.....	1,348.64

These studies were made under the auspices of the Federal Bureau of Labor Statistics and the figures represent the cost of living of a family of five during the calendar year 1917, in the New York and Philadelphia shipbuilding districts. These sections are served by Public Service Railway.

Unskilled laborers, New York City..	\$1,200.00
-------------------------------------	------------

This study was made as of February, 1917. According to the Monthly Review of the United States Bureau of Labor Statistics for April, 1918, page 191:

"because of advances in prices this budget has advanced in cost to approximately \$1,200 at the present time. (Feb., 1918.)"

* See Appendix 4.

All of the above studies were made in the territory served by Public Service Railway and in which its trainmen reside. They picture conditions in the latter part of 1917 and the early part of 1918. There has been no material increase in food prices during 1918. The monthly bulletin of the New York State Department of Labor for May, 1918, states at page 2:

"in February, 1918, food prices attained their highest level—the decline from that date to April being 4%."

The index number of retail prices of the United States Bureau of Labor Statistics shows an index number of 159 for December, 1917, and of 156 for April, 1918. There has been no material upward movement of food prices in the last three months.

From these investigations it must be concluded that a budget of family expenditures requires a family income of from \$1,200 to \$1,400 per annum.

In the "Monthly Review of the United States Bureau of Labor Statistics" for April, 1918, there appears on page 191 some comment on budgetary requirements, which suggests a higher sum than any above designated.

The statement is made that "a budget of expenditures to provide for a minimum standard of comfort calls for a wage which will yield annual earnings of approximately \$1,500."

This figure was based on statistics covering other sections of this country and Canada, in which living costs are notoriously higher than in New Jersey.

It should never be forgotten that conclusions of this type are always worked out with reference to a family of five members, and aggre-

gate earnings have regularly included the complementary contributions of members of the family group other than the chief bread winner, just as aggregate expenditures have covered those of all members of the family group. The items included in arriving at standards of expenditure have regularly been food, rent, clothing, fuel and light, furniture, utensils, taxes, insurance, dues and contributions (religious, charitable and otherwise), books and newspapers, amusements, liquors, tobacco, as well as expenditures in connection with sickness, death and for other purposes.

In adjusting conclusions of this type to the conditions peculiar to a given area as well as to those prevailing in a particular employment, due regard should always be given to the following considerations:

1. The normal composition of the family group of workers.
2. Complementary family earnings.
3. Value of provisions made by the employer in the form of sick benefits, insurance payments and pensions, as well as the value of Workmen's Compensation payments afforded at the expense of the employer.

The data showing the normal composition of family groups and complementary family earnings have been tabulated from a special census of trainmen taken by Public Service Railway Company on July 6th last. This census was undertaken with a view to obtaining accurate statistics upon which to base conclusions affecting size of family, earnings, etc. The returns received cover about 90% of the platform men in the employ of the Company. The work was carefully done under the auspices of the Company's Welfare Department. Returns were

made by the individual trainmen to the representatives of the Welfare Department in each car house and all returns were taken within the limits of a single day. Returns were solicited from all trainmen. The men freely responded and with the exception of a few cases the returns were unquestionably accurate. A copy of the census blank is appended. The Company will be glad to submit on request all of the returns to the scrutiny of the National War Labor Board or of an accredited representative.

CENSUS BLANK.

(Face)

WELFARE DEPARTMENT—EMPLOYEES RECORD

NAME	BADGE	AGE
	CITY OR	
ADDRESS	TOWN	STATE
LOCATION	DATE ENTERED SERVICE	MARRIED SINGLE WIDOWED DIVORCED

MEMBERS OF YOUR HOUSEHOLD

NAMES	RELATIONSHIP	WORKING?	WEEKLY EARNINGS

(OVER)

(Reverse)

RENT PER MONTH NOW? \$.....
RENT PER MONTH A YEAR AGO? \$.....

IF YOU OWN YOUR HOUSE, STATE AMOUNT YOU PAY YEARLY FOR	TAXES	INT. ON MORTGAGE	FIRE INSURANCE	WATER RENT	ESTIMATED PROPERTY REPAIRS	TOTAL
	\$.....	\$.....	\$.....	\$.....	\$.....	\$.....

IF SINGLE, WHAT DO YOU PAY A WEEK FOR BOARD AND LODGING? \$.....

WHAT DID YOU PAY A YEAR AGO? \$.....

(OVER)

NORMAL COMPOSITION OF FAMILY GROUP OF PUBLIC SERVICE RAILWAY TRAINMEN.

Analysis of the returns of the Company's special census shows that a very substantial proportion of platform men are unmarried and that this proportion increases as we go down the wage scale from those receiving the highest wages to those receiving the lowest wages. It is a further significant fact that only a very small percentage of the platform men have families of five or more members and that a large majority of the latter are found in the highest wage group. The vast majority of the men are members of families numbering four or less.

The equities of the situation require that in any wage adjustment due regard be given to the normal size of the household whose standard of comfort is dependent on the annual earnings yielded by the wage rate awarded. The following Public Service Railway census table shows the average size of households by service groups, with a showing of the percentage relation of families of different sizes to the total of married men in each group.

PUBLIC SERVICE RAILWAY COMPANY TRAINMEN.

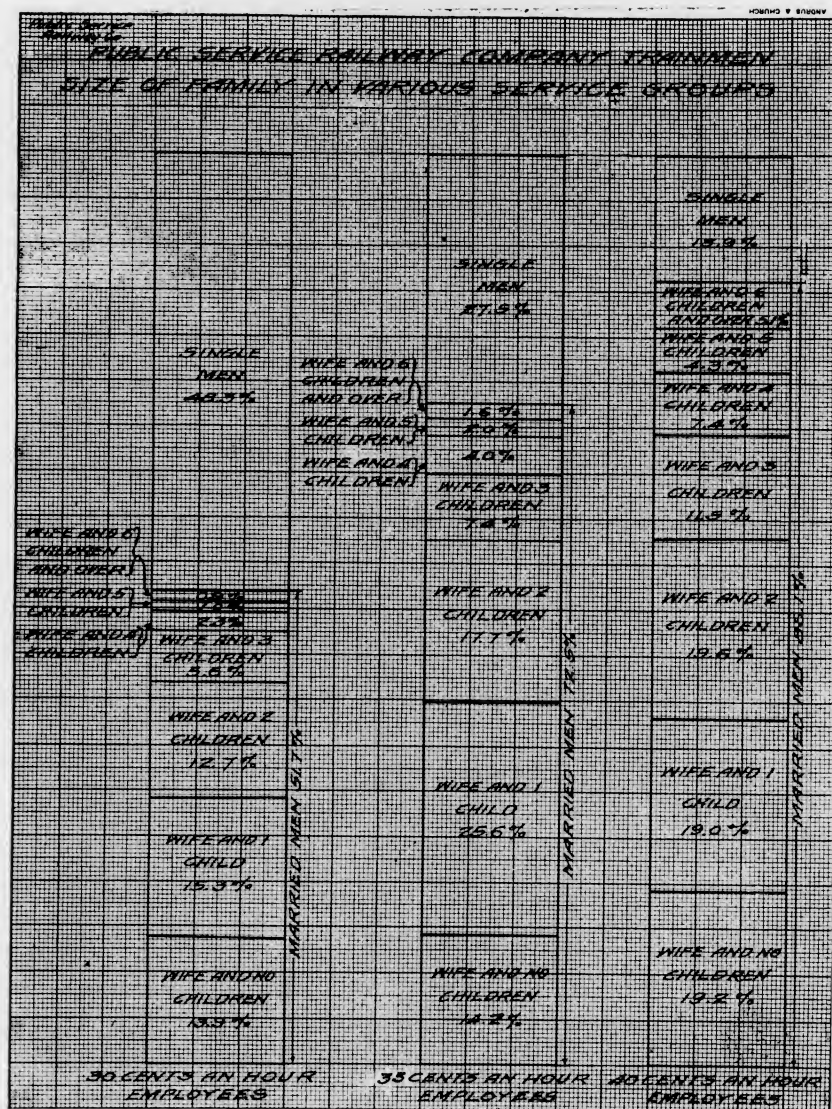
SIZE OF FAMILY IN VARIOUS SERVICE GROUPS.

	All Employees	Per 1st to 6th Mo., Inc.		Per 7th Mo. to 5th Yr., Inc.		Per Service Over 5 Yrs.		Per Service Not Stated	
		Cent.	Per	Cent.	Per	Cent.	Per	Cent.	Per
MARRIED MEN:									
With wife and no children	524	22.25	107	26.52	123	19.59	284	22.26	10
" " " 1 child	641	27.22	118	29.57	222	35.35	282	22.10	19
" " " 2 children	553	23.48	98	24.56	153	24.36	290	22.73	12
" " " 3 children	283	12.02	43	10.78	64	10.19	170	13.32	6
" " " 4 children	164	6.96	18	4.51	35	5.57	110	8.62	1
" " " 5 children	91	3.87	8	2.01	17	2.71	64	5.01	2
" " " 6 children									
& over	99	4.20	7	1.75	14	2.23	76	5.96	3
Total Married Men	2355	100.00	399	100.00	628	100.00	1276	100.00	52

COMPARATIVE NUMBER OF SINGLE AND MARRIED TRAINMEN IN VARIOUS SERVICE GROUPS.

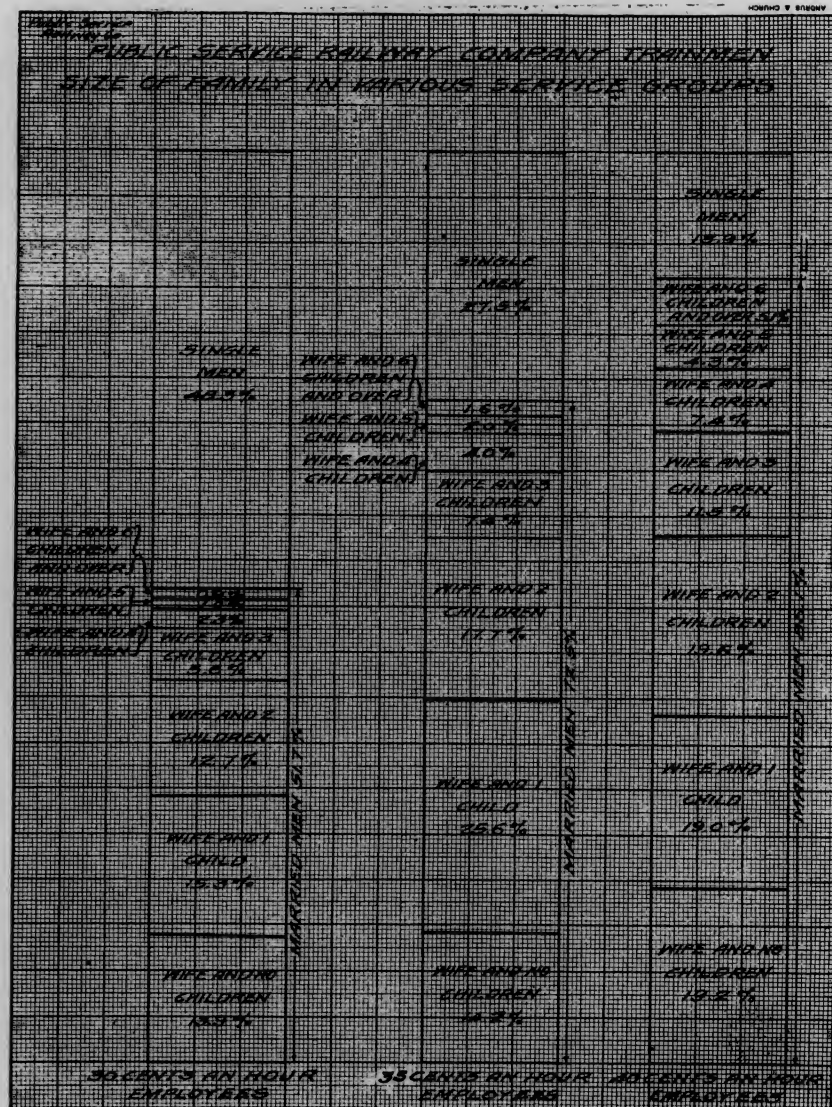
	All Employees	Per 1st to 6th Mo., Inc.		Per 7th Mo. to 5th Yr., Inc.		Per Service Over 5 Yrs.		Per Service Not Stated	
		Cent.	Per	Cent.	Per	Cent.	Per	Cent.	Per
Single Men	841	26.31	372	48.25	238	27.48	206	13.90	25
Married Men	2355	73.69	399	51.75	628	72.52	1276	86.10	52
Totals	3196	100.00	771	100.00	866	100.00	1482	100.00	77

The graphic representation which follows brings out the most significant facts developed in the above tabulation.



A detailed statement follows, giving the marital condition of trainmen employed by Public Service Railway, as shown by the special census. A graphic representation of these figures is given on the succeeding page.

The graphic representation which follows brings out the most significant facts developed in the above tabulation.



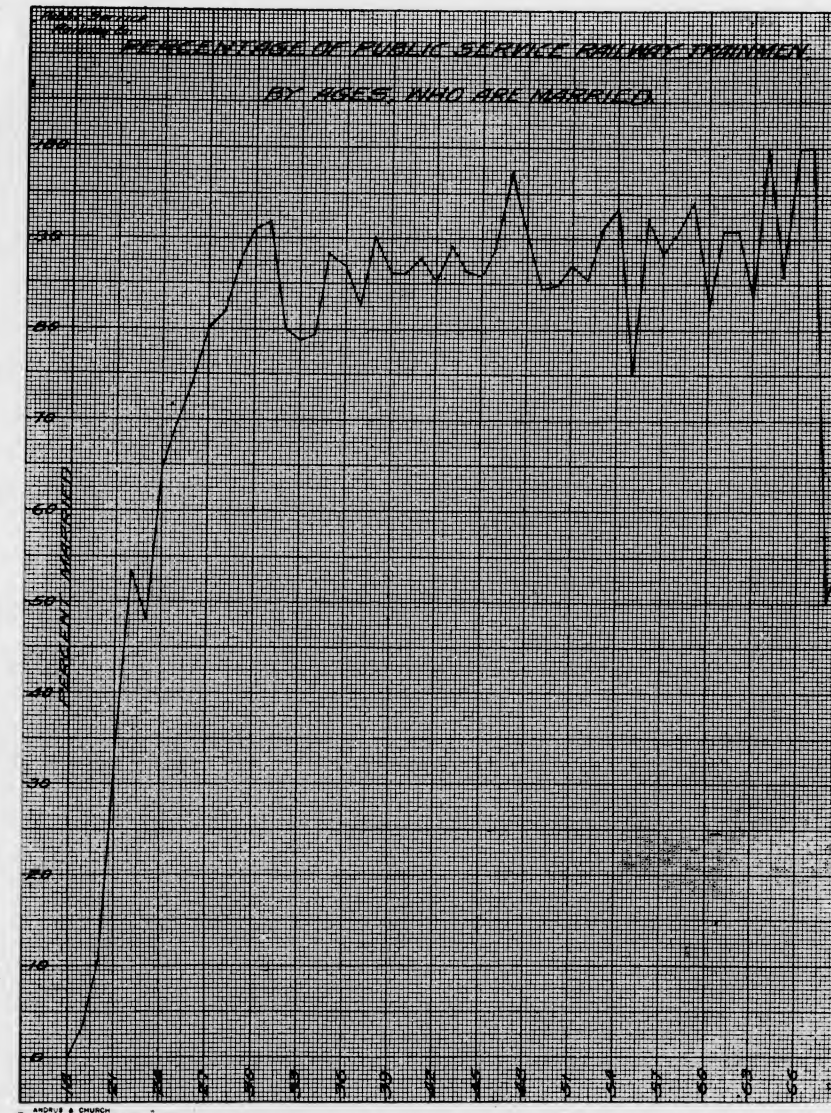
A detailed statement follows, giving the marital condition of trainmen employed by Public Service Railway, as shown by the special census. A graphic representation of these figures is given on the succeeding page.

PERCENTAGE OF PUBLIC SERVICE RAILWAY TRAINMEN,
BY AGES, WHO ARE MARRIED.

Census, July 6, 1918.

Age	Total	Married	%	Single
18	5	..	...	5
19	93	3	3.2	90
20	146	16	11.0	130
21	146	48	32.9	98
22	97	52	53.6	45
23	98	47	48.0	51
24	96	62	64.6	34
25	82	57	69.5	25
26	97	72	74.2	25
27	107	86	80.4	21
28	127	104	81.9	23
29	148	129	87.2	19
30	88	80	91.0	8
31	92	85	92.4	7
32	95	76	80.0	19
33	142	112	78.8	30
34	102	81	79.4	21
35	120	106	88.4	14
36	95	83	87.4	12
37	92	76	82.6	16
38	81	73	90.2	8
39	65	56	86.2	9
40	72	62	86.2	10
41	73	64	87.7	9
42	81	69	85.2	12
43	65	58	89.2	7
44	59	51	86.4	8
45	56	48	85.7	8
46	63	56	88.9	7
47	36	35	97.2	1
48	52	47	90.4	5
49	45	38	84.4	7
50	66	56	84.9	10
51	31	27	87.1	4
52	41	35	85.4	6
53	22	20	90.9	2
54	30	28	93.4	2
55	20	15	75.0	5
56	13	12	92.3	1
57	17	15	88.2	2
58	22	20	90.9	2
59	17	16	94.1	1
60	17	14	82.4	3
61	11	10	90.9	1
62	11	10	90.9	1
63	12	10	83.4	2
64	4	4	100.0	..
65	7	6	85.7	1
66	4	4	100.0	..
67	4	4	100.0	..
68	2	1	50.0	1
Age not given	29	16	55.2	13
Total	3,196	2,355		841

Average Age
34.06 Years

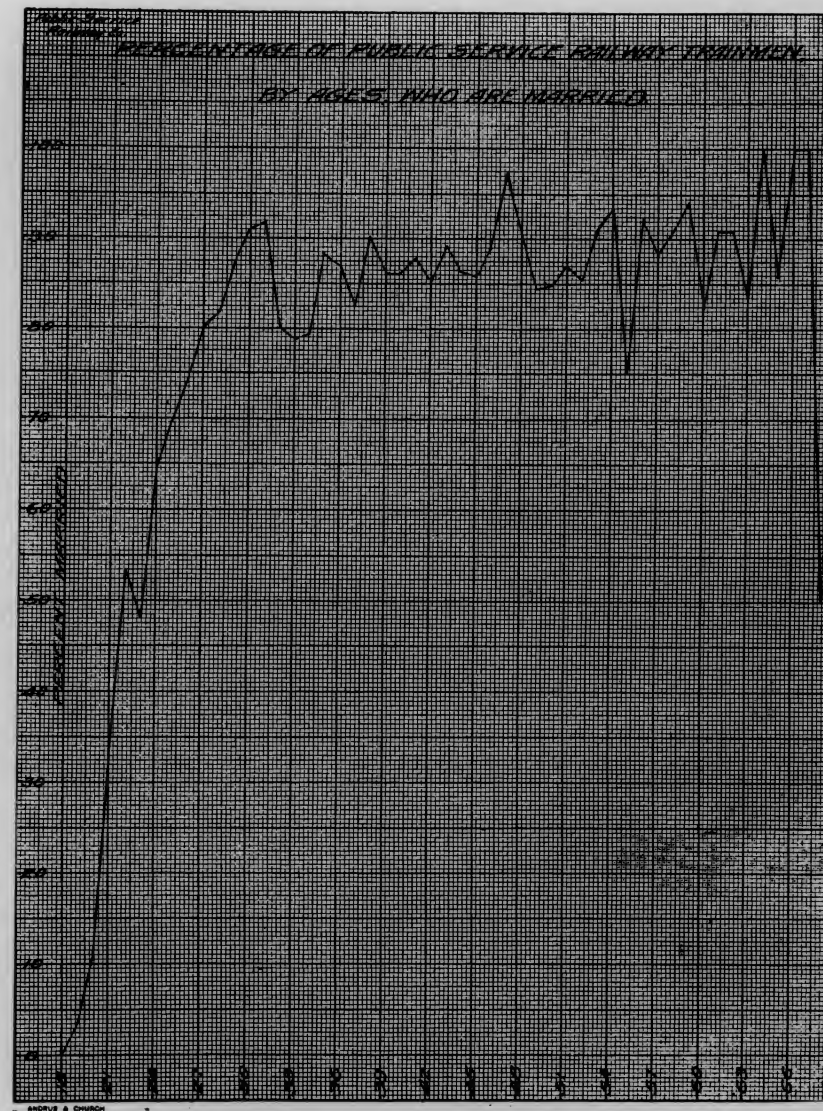


PERCENTAGE OF PUBLIC SERVICE RAILWAY TRAINMEN,
BY AGES, WHO ARE MARRIED.

Census, July 6, 1918.

Age	Total	Married	%	Single
18	5	..	...	5
19	93	3	3.2	90
20	146	16	11.0	130
21	146	48	32.9	98
22	97	52	53.6	45
23	98	47	48.0	51
24	96	62	64.6	34
25	82	57	69.5	25
26	97	72	74.2	25
27	107	86	80.4	21
28	127	104	81.9	23
29	148	129	87.2	19
30	88	80	91.0	8
31	92	85	92.4	7
32	95	76	80.0	19
33	142	112	78.8	30
34	102	81	79.4	21
35	120	106	88.4	14
36	95	83	87.4	12
37	92	76	82.6	16
38	81	73	90.2	8
39	65	56	86.2	9
40	72	62	86.2	10
41	73	64	87.7	9
42	81	69	85.2	12
43	65	58	89.2	7
44	59	51	86.4	8
45	56	48	85.7	8
46	63	56	88.9	7
47	36	35	97.2	1
48	52	47	90.4	5
49	45	38	84.4	7
50	66	56	84.9	10
51	31	27	87.1	4
52	41	35	85.4	6
53	22	20	90.9	2
54	30	28	93.4	2
55	20	15	75.0	5
56	13	12	92.3	1
57	17	15	88.2	2
58	22	20	90.9	2
59	17	16	94.1	1
60	17	14	82.4	3
61	11	10	90.9	1
62	11	10	90.9	1
63	12	10	83.4	2
64	4	4	100.0	..
65	7	6	85.7	1
66	4	4	100.0	..
67	4	4	100.0	..
68	2	1	50.0	1
Age not given	29	16	55.2	13
Total	3,196	2,355		841

Average Age
34.06 Years



Reference to the above table shows that 26.31% of the platform men are unmarried. The percentage of men unmarried ranges from 48.25% in the case of those in the lowest service group down to 13.90% in the case of those in the highest service group. Of the total married men, less than 28% had three children or more. In the case of the lowest service group less than 20% of the married men had three children or more. In the oldest service group about 33% had three children or more. Striking an average for the total of 3,196 men whose returns are recorded in our census, it will be seen that the average household consists of 3.11 * members. Confining attention to the married men only, the average family is one of 3.86 * members. It will be noted further that the average size is largest in the case of the oldest service group and smallest in the case of the youngest service group, ranging from 4.08 members in the former to 3.53 in the latter. It is a fact of added, though obvious interest, that the average age of employees rises as we advance through the successive service groups, ranging from 26.51 in the case of the lowest service group to 41.25 in the case of the highest service group.

(See Appendix 3.)

The figure for the average size of family among the 3,196 platform men from whom census returns were received is substantiated by the Welfare Department's Statistics covering cases of illness or injury, showing dependents. These figures cover 3,844 cases of disability during the years 1915, 1916 and 1917. Of this aggregate there were 2,335 cases showing dependents. The average number of dependents per

See Table, page 101.

case showing dependents was 2.452. If we add to this last figure another unit covering the husband we get an average family of 3.452.

In the light of these facts, it would seem that the establishment of a wage rate which would yield aggregate annual earnings sufficient to maintain a family of five in comfort should not be applied to the peculiar situation of a group of employees in which the five-member family is not an actuality except in a small minority of cases. The wage rate should actually be adjusted with reference to the prevailing conditions of the locality and of the employment, and an adequate deduction should be made from the standard earnings set for a family of five so as to yield a figure applicable to the normal family in the general employment concerned.

Such a figure can only be approximated; and it should err on the side of an underestimate. With this in mind, we may safely base our calculations merely on outlays for food and clothing, ignoring all other items of expenditure to which the presence of every additional child surely makes an appreciable addition.

It will be remembered that the very recent careful investigations of family budgets covering conditions in the territory of Public Service Railway, show family annual expenditures ranging from \$1,200 to \$1,400. Accepting, however, for the purposes of this calculation the highest estimate of \$1,500 which has appeared as a liberal family budget, and allotting 40% of this to food cost and 15% to cost of clothing, we get joint family outlays for these items amounting to \$825.00. Applying Professor Jaffa's scale of distribution of food outlays for the various mem-

bers of a family made up of husband, wife and three children, the shares would be as follows:

Husband,	1.0 part
Wife,	.8 part
3 Children,	1.8 parts

Worked out in terms of dollars and cents the result would be as follows:

Husband,	\$229.17
Wife,	183.33
3 Children,	412.50

Dividing the total for the children by three, we get an average outlay per child of \$137.50. Applying to this the figure (1.14) representing the difference between the five-family standard and that now prevailing among Public Service Railway trainmen, we get a total of \$156.75.

Details of calculation are given below:

Total Family Budget.....\$1500

40% for Food..... \$600
15% " Clothing 225

\$825 Total for Food and Clothing

Basis of Distribution Among Members of Family Group:

Husband	1.0 part
Wife .....	.8 "
1st Child .....	.7 "
2d Child .....	.6 "
3d Child .....	.5 "

3.6 parts to be divided

Husband gets	27.78%
Wife gets	22.22
1st Child gets.....	19.44
2d Child gets	16.67
3d Child gets	13.89

50% for 3 children

Total100.00%

Average per Child.....	16.66%
Average per Child in Dollars and Cents.....	\$137.50
So-called Normal Family.....	5 members
Public Service Railway Normal Family...	3.86 "

Difference	1.14
Allowance for 1.14 children.....	\$156.75

It may be urged in contravention of the rule just set up that the normal family should be one of five members, whether it actually is or not; that adequate provision should be made for a family of this size in order that families of sub-normal size may find it possible to increase up to the normal limit without suffering a lowering of their customary living standard. This argument would hold if it were true that increased earnings could be expected to lead to such a result. Everyday experience points, however, to an opposite outcome. It is a commonplace among those who have given attention to the facts of increasing earnings and family increase, that the size of the family varies inversely with size of income and that an improved standard of living does not come to fruition in a greater number of children.

The following quotations are typical of conclusions in this regard and are urged generally by thinkers along social and economic lines:

"When some chance of better conditions is visible; when a better-paid occupation, education, some savings and some accumulation appear within reach; when it is seen that more mouths to feed mean a lessening possibility of utilizing such an opportunity,—then the propensity to multiplication is more and more held in check."

(Tausig: Principles of Economics—II—page 231.)

"In the opinion of most contemporary economists the standard of living is an effective means of control over the growth of population, and the tendency among progressive countries is for standards to rise and to insure to the rank and file of the population ever larger command over the material conditions necessary to happy homes and happy lives. This opinion must be accepted, if at all, on the strength of general considerations and of the undoubted fact that the real earnings of the manual laboring class are larger than at any previous state in the world's history. The primary cause of their improvement has been the improved methods of production that have been referred to frequently in these pages. Rising standards of living have doubtless been a secondary cause, since it is highly probable that but for them

population would have kept pace with the new methods and prevented the earning capacity of the bare-handed workman from increasing."

(Seager: Economics—Briefer Course—pages 213 and 214.)

"The maintenance of a standard of comfort, raised more or less above that which was necessary for life and efficiency would necessarily involve a check to the growth of population at a rather earlier stage than would have been reached if family expenditure had been directed on the same principles as is the expenditure on the nurture and training of horses or slaves."

(Marshall: Principles of Economics—6th edition, page 691.)

"So far as the birth-rate, however, is concerned, in most civilized countries it is clear that a rise in wages and of the standard of comfort and intelligence is at present attended by a diminution in the growth of workers, and that this tendency is not adequately offset by reduction of infant mortality and increased longevity of workers."

(Hobson: The Industrial System. Page 65.)

"As fixed class distinctions fade out, people cease to be guided by the traditional standard of comfort of their class. It is no longer enough to live as father and mother lived. Wants and tastes once confined to the social elect, spread resistlessly downward and infect the masses. Tidal waves of imitation carry the craving for luxuries hitherto looked upon as the prerogative of the rich among millions of people of limited means, and these, in their selfish haste to gratify new wants, learn to economize in offspring. Here the decencies, there the comforts, yonder the vanities of life compete with the possible child and bar it from existence."

(Ross: Changing America. Page 39.)

COMPLEMENTARY FAMILY EARNINGS.

In all of the budgetary studies upon which reliance has been placed, it has been the practice to include under the earnings devoted to budgetary requirements, all contributions by any member of the family group. In order to develop data for comparative purposes, as well as to reach a measure of what might normally be expected to be earned in an average family by other members than the husband or father, the following tabulation of Public Service Railway census data has been prepared to show complementary earnings in the families of platform men.

CENSUS DATA SHOWING AVERAGE SIZE OF HOUSEHOLD BY AGE AND SERVICE GROUPS, WITH COMPLEMENTARY EARNINGS.

• Single men.

Scrutiny of this table will show that the average weekly earnings in all households due to others than the chief contributor, amount to \$3.00. Considering only the married men, the average for each household is \$2.89. This average figure for complementary earnings varies directly with length of service. In the lowest service group, the average complementary weekly earnings are \$3.41. This drops in the case of the middle service group, but increases in the highest group to \$3.67. A more significant fact than this is that the average complementary weekly earnings increase with the size of the family, ranging from the low sum of 82c per week in the case of families without children to \$14.40 per week in the case of the relatively few families with six or more children. If we reduce the average weekly figure of \$3.00 for all households to an annual basis, we get a resulting sum of \$156. At another point in this brief it is shown that the average earnings in 1917 of those who were in the employ of the Company throughout that year amounted to \$1,046. Comparing the complementary earnings of \$156 with the average annual earnings per man, of \$1,046, we find that the former represents 14.9% of the latter. In the light of other budgetary studies this result seems to be an entirely reasonable one.

In the Chapin study of the standard of living in New York City 58% of the families with annual income ranging from \$700 to \$1,100 (246 families) had earnings from other sources than the chief bread-winner. In the \$700 to \$800 group the husbands account for 89% of the total income. In the \$800 to \$900 group the husbands account for 84% of the total income. In the \$900 to \$1,000 group the husbands account for

85% of the total income. In the \$1,000 to \$1,100 group the husbands account for 82% of the total income. The workers were for the main part laborers, teamsters and garment workers. It would be a fair approximation to say that in general 15% of the family income was contributed by other members of the family than the husband.

Mrs. L. B. More's study of wage earners' budgets yields the following:

Total Families.	Average Size.	Income of Husband.	Total Family Income.	Husband's Earnings % of Total Income.
200	5.6	\$540.65	\$851.38	63.5%

A tabulation of the composition of income, based on the British Board of Trade's study in this country of living conditions of the wage earning population, yields further confirmatory evidence. The following table (drawn from the 41st Annual Report of the Massachusetts Bureau of Statistics) covers family data for Newark, Paterson, Philadelphia, Boston and the cotton cities of New England, 1910-1911:

COMPOSITION OF FAMILY INCOME.

From "Living Conditions of the Wage Earning Population"
Bureau of Statistics. Annual Report, Vol. 41, part 3, 1911.
(Covering Newark, Paterson, Philadelphia, Boston and also
Cotton Cities of New England—1910-1911):

Average Weekly Income.							
Weekly Family Income	No. of Families	Husband	Wife	Children	Other	Total	Husband % of Total
Under \$9.73...	67	\$ 8.16	\$0.26	\$ 0.19	\$0.14	\$ 8.76	93%
\$9.73 & under							
\$14.60	532	11.53	0.25	0.41	0.22	12.42	93%
\$14.60 & under							
\$19.47	1036	15.16	0.29	0.91	0.63	16.99	89%
\$19.47 & under							
\$24.33	545	17.14	0.27	2.69	1.40	21.51	80%
\$24.33 & under							
\$29.20	437	19.11	0.55	4.40	2.04	26.10	73%
\$29.20 & under							
\$34.07	224	19.14	0.30	9.32	2.62	31.38	61%
\$34.07 & under							
\$38.93	131	19.98	0.44	11.72	3.99	36.13	55%
\$38.93 & above	243	23.24	0.36	24.03	3.60	50.33	46%

Further confirmation is afforded by a tabulation of family earnings covering 496 families chosen at random from the schedules returned to the United States Bureau of Labor Statistics for shipyard workers in the New York and Philadelphia districts. The following were the results:

Total earnings of husbands.....	\$581,529.60
Total family earnings.....	681,159.17
Husbands' percentage of total.....	85.4%

The resulting percentage of 14.6 for income other than that earned by the husband, almost coincides with the figure yielded by the Public Service Railway census (14.9%).

In view of the results of these investigations it would seem reasonable to make due allowance for complementary family earnings in de-

termining the earnings of the chief bread-winner by judicial award. If we fix the necessary income of a family of 5 at \$1,500 there is no doubt that approximately 14% of this income should be represented by the complementary contributions of the family group. The resulting sum would amount to \$210. This amount should be deducted from the \$1,500 standard in order to arrive at a figure for adequate aggregate earnings of the family's chief bread winner.

RELATION OF THE RAILWAY COMPANY'S WELFARE AND PENSION PLANS TO THE DETERMINA- TION OF AN ADEQUATE WAGE.

The value of the railway company's welfare plan to trainmen and its bearing on the matter of a living wage is a material factor which must be given consideration. The welfare plan covering sick benefits and pensions is conducted and financed at the expense of Public Service Railway Company. It is generally recognized that an adequate living wage must make possible provision against loss of income and expenses incurred during the illness of the chief bread winner or other members of the family; must insure at least a part of the bread winner's income in case of accident and must make some provision by which he can retire in old age, when he can no longer perform the duties incident to his employment. If these safeguards must be provided entirely by the workman, his wages should be larger than where such protection is paid for by the employer.

For a number of years Public Service Railway has had in force a welfare plan providing protection of health and superannuation insurance. Under the welfare plan which has been in force

since 1911, every trainman is entitled to \$1.00 per day for each day of disability after the expiration of the first week of disability; provided, that payments on this account shall not exceed 90 days in any one year. It is seen that protection against illness of more than one week is afforded for a maximum period of approximately fourteen weeks irrespective of whether the illness occurs at one time or whether the trainman has been ill on several occasions during the year.

In addition the welfare plan provides that a trainman may voluntarily apply for a pension at the age of sixty-five years provided he has been in the service of the company for twenty-five years. The plan entitles him to receive a pension equal to 1% of his average earnings for the ten years previous to the date of his retirement, multiplied by the number of years he has spent in the service of the Company. Thus, for example, a man who has been in the service of the Company for thirty years and whose pay has averaged $37\frac{1}{2}c$ per hour in the ten years preceeding his retirement, would be entitled to a pension equivalent to 30% of this rate or eleven and one-quarter cents per hour. This plan, however, provides that the minimum pension rate shall be \$240 per year or \$20.00 per month.

Eight hundred and fifty-six trainmen, or approximately 20% of the total number, received sick benefits during the year 1917. The same general proportion prevailed in preceeding years.

The average amount received by trainmen in sick benefits in 1917 was \$19.83, while the average number of days of disability of those receiving benefits was 25.8 days.

* Plan also provides protection for other employees, but for the sake of brevity details are not presented.

What would it cost the trainmen of Public Service Railway Company to purchase the degree of protection afforded by the welfare plan and to make provision for their old age equivalent to that afforded by the Company's pension plan?

In fixing a standard of wages your Honorable Board will give due regard to collateral questions such as the money value to the worker of the welfare work and pension protection afforded by the Company. If the men must make provision for loss of income during illness and for their maintenance in their old age, out of their earnings, their wages must be higher than would be the case were this protection afforded by the Company.

In order to ascertain the value of the protection afforded to the trainmen of Public Service Railway through the welfare and pension plans, Mr. J. F. Little,* Assistant Actuary of the Prudential Insurance Company of America, was requested to furnish an opinion as to what it would cost the men to secure an equivalent amount of protection through one of the recognized insurance companies. Mr. Little's opinion is as follows:

James F. Little
Assistant Actuary

The Prudential Insurance Company
of America
Home Office Newark, New Jersey

July 18, 1918.

Mr. E. W. Heilig, Secretary,
The Welfare Committee,
Public Service Corporation of New Jersey.

Dear Sir:

I have examined the retirement pension plan of your Company as now applied to trainmen in the employ of the Public Service Railway Co. and find the value of same to be equivalent to between 2% and 3% of the wages paid such employees.

* Fellow of the Actuarial Society of America, Fellow of the Institute of Actuaries of Great Britain and Ireland.

This calculation does not take into account the possibility that trainmen's wages might, over a long course of years, tend to increase somewhat, apart from the increase recently allowed. Should such a condition prevail in the future, it would materially add to the ultimate cost of the pension scheme and the value to the employees regarded as a percentage of their wages would be increased. It is, of course, impossible to forecast what wage conditions will be many years hence and it is, therefore, impracticable to offer any figures on the subject.

Very truly yours,
JAMES F. LITTLE.

Applying Mr. Little's conclusion that it would cost from 2% to 3% of the payroll to insure trainmen to the extent covered by the welfare and pension plans and applying these rates to the annual earnings of trainmen as disclosed by the studies hereinbefore set forth, we are able accurately to determine the allowance which should be made in fixing a wage standard because of the welfare and pension plans. We shall apply the 2% rate to the 35c wage group, and 3% to the 40c wage group. The annual earnings of the trainmen which at the present time fall within the 35c wage group during the year, 1918, can be accurately estimated by using the number of hours worked in the year 1917, as the basis of the computation. The determination of the earnings of the men in this wage class, as used in the following tabulation, was made upon this basis and the value of the welfare and pension plans was calculated by taking 2% or 3% (in accordance with the wage group) of the assumed annual earnings.

VALUE OF WELFARE PLAN AND PENSION SYSTEM OF
PUBLIC SERVICE RAILWAY, BASED UPON CALCULATION OF MR. J. F. LITTLE, ASSISTANT
ACTUARY, PRUDENTIAL INSURANCE
CO. OF AMERICA.

Value of Welfare and Pension Plans at 2% and 3% of Payroll:		
Annual earnings of men in 35c wage class in 1918 based upon hours worked in 1917 at 35c rate—\$1237..	(2%)	\$24.74
Annual earnings of men in 40c wage class in 1918 based upon hours worked in 1917 at 40c rate—\$1414..	(3%)	\$42.42

Public Service Railway submits that in determining the wage rates for its trainmen your Honorable Board should credit against the sum which it fixes as the proper amount to be contributed by the chief bread-winner to the family income, what it would cost every trainman to secure the protection now voluntarily provided at the expense of the Railway Company. If this protection were not provided by the Company it would be necessary for the trainmen to make some provision through the ordinary channels of insurance to secure this protection for themselves and their families. We assume that the calculations of your experts as to the proper amount of the family income includes a sum for insurance and where this insurance is provided by the Company at its own expense the wage rate should manifestly be lower than where it is necessary for the worker to make provision on his own account.

CONSIDERATION TO BE GIVEN TO THE WORKMEN'S
COMPENSATION ACT IN DETERMINING WAGE RATES.

Since the Workmen's Compensation Act became a law in 1911, Public Service Railway has been operating under the so-called "Elective Compensation Section" which, generally speak-

ing, provides compensation for all injuries, "arising out of and in the course of" the employment, together with medical and hospital services. The Act provides that the injured worker is entitled to medical and hospital service and to medicine during the first two weeks after the occurrence of the accident; that he is to receive half wages during temporary disability, together with half wages for varying periods of time, depending upon the circumstances in the case, for permanent disability. In case of death, from 35% to 60% of the deceased's wages are to be paid to his dependents in addition to the expenses of his last illness and the cost of burial. No contribution is required from the worker under the Act, the entire expense being borne by the employer. Public Service Railway through its own voluntary act has measurably increased the protection to its trainmen beyond that covered in the Act. During the five years from 1911 to 1915, inclusive, payments to the employees on account of injuries were approximately 25% in excess of those required by the Act.

Confining the measure of the value of the protection afforded under the Workmen's Compensation Act to the explicit provisions of the Act itself, and excluding altogether the extra protection voluntarily provided by the Company, we find that it would cost trainmen a considerable sum to provide through the channel of the ordinary insurance companies an equal degree of protection. The Commissioner of Banking and Insurance of the State of New Jersey quotes a rate of \$1.44 per \$100 of payroll for such protection. This rate has been confirmed by the Superintendent of the Liability Department of the Commercial Casualty Insurance Company.*

*See Appendix 5, and Appendix 6.

VALUE OF PROTECTION FURNISHED AT THE EXPENSE
OF PUBLIC SERVICE RAILWAY COMPANY UNDER
THE WORKMEN'S COMPENSATION ACT
OF NEW JERSEY:

		Value of protection under Workmen's Compensation Act at cost under the rates of Insurance Co.'s—1.44% of payroll.
Annual earnings of men in 35c wage class in 1918, based upon hours worked in 1917 at 35c rate—\$1237..		\$17.81
Annual earnings of men in 40c wage class in 1918, based upon hours worked in 1917 at 40c rate—\$1414..		\$20.36

This protection is of value to the employees and should be considered. The above items, however, are not deducted in the summary on pages 114 and 115.

THE WORK OF TRAINMEN CONSTITUTES ONE OF THE
MOST HEALTHFUL OCCUPATIONS.

It has been urged that wage rates as between different industries should reflect to a considerable extent the differences in the healthfulness of the several occupations. Workers in lead works, match factories, and other establishments where occupational diseases are prevalent should receive a higher rate of compensation than prevails in industries where the working life is longer and the risk of disability through the destruction of health is much smaller. Other things being equal, the more healthful the occupation the lower should be the wage rate, as compared with other industries employing the same class of labor.

The work of trainmen on Public Service Railway is performed under the most favorable conditions. With the exception of last winter,

when the National Fuel Administration acting in the public interest, restricted the heating of cars, it has been the practice of this Company to heat its cars during those periods of the year in which artificial heat was required to make them comfortable. All of the winter cars have enclosed vestibules. During the summer months, trainmen are working in the open air, while with the exception of short periods during the rush hours, ventilation is generally good, even in the winter months. The general healthfulness of trainmen is clearly indicated by a comparison of the death rate for the State of New Jersey with that of trainmen of this Company. In order to secure a comparable basis, the mortality statistics as reported by the Federal Census Bureau have been reduced to show as nearly as possible the proportion of deaths among white males between the ages of twenty and sixty-nine. The calculation is reproduced as Appendix 7 of this brief. Using the results of this calculation to indicate the proportion of deaths among white males between the ages of twenty and sixty-nine in the State of New Jersey and comparing them with mortality records carefully kept by the Welfare Department of this Company, an illuminating comparison can be made.

DEATHS AND DEATH RATES OBTAINING IN NEW JERSEY
COMPARED WITH THOSE OBTAINING AMONG PUBLIC
SERVICE RAILWAY TRAINMEN, FOR THE MOST
PREVALENT DISEASES OCCURRING BETWEEN
AGES 20 AND 69.

State of New Jersey Board of Health		P. S. Ry. Co.	
Report 1917, giving data for 1916		Trainmen 1917	
Rate per M. Population		Rate per M. Employees	
Diseases	Deaths	Deaths	Deaths
Tuberculosis of the lungs and other forms of tuberculosis...	3,503	1.19	2 .53
Organic diseases of the heart....	2,880	.98	2 .53
Acute nephritis & Bright's disease	2,502	.85	2 .53
Pneumonia	1,957	.67	1 .26
Cancer and other malignant tumors	1,747	.59	0 ..
Violent deaths (suicide excepted) ..	1,606	.54	*6 1.56
Cerebral hemorrhage & softening ..	1,396	.47	2 .53
All other diseases	5,875	1.99	†12 3.12
Total	21,466	7.28	27 7.06

Estimated total population, 2,948,016. Total trainmen, 3,824.

* Includes industrial accidents, covered by workmen's compensation payments.

† No one disease shows more than one case.

The average death rate for white males between the ages of twenty and sixty-nine in the State of New Jersey is greater than the death rate among Public Service trainmen.

SUMMARY OF LOCAL CONDITIONS ON PUBLIC SERVICE
RAILWAY WHICH MUST BE CONSIDERED
IN FIXING WAGE RATES.

A summary of conclusions reached under the above four headings affords the basis for determining the average trainman's proper contribution to the budgetary requirements of the family of which he is a member. Adopting for purposes of calculation, the \$1,500 standard for a family of five members, suggested in the Monthly Review of the U. S. Bureau of Labor Statistics, April, 1918, previously referred to, and making requisite deductions to cover conditions applying on the Public Service Railway, we arrive at the following result:

Standard for family of 5.....	\$1500.00	
Allowance for smaller family.....	\$156.75	
" " complementary family earnings	210.00	
Minimum allowance for welfare and pension plans	17.81	384.56
Adequate annual earnings per trainman.....	\$1115.44	

WHAT THE TRAINMEN EARNED IN 1917.

In the year, 1917, when the wage rates ranged from 25 to 32 cents prior to October 1st, and 28 to 34 cents, after October 1st, trainmen on Public Service Railway earned the following average amounts:

- (a.) Men now in 35c service group, \$827.00.
- (b.) Men now in 40c service group, \$1,140.00.

These averages are determined from reports made by the Company to the Collector of Internal Revenue, showing the earnings of all trainmen who received \$800 or over during the year 1917, which included all trainmen who had been in the service of the Company throughout the year.

WHAT THE TRAINMEN WILL EARN IN 1918.

By applying the rates of 35 and 40 cents an hour to the actual number of hours worked by each man during the year 1917 and striking an average for each group, it is possible to determine the earnings of trainmen in each group during the year 1918.

- (a.) Trainmen receiving 35 cents an hour will receive, if they work the same number of hours as in 1917, or an average, \$1,237.
- (b.) Trainmen receiving 40 cents an hour, working the same number of hours as

in 1917 would earn, at this rate, on an average, during the year, \$1,414.

Trainmen in the 35-cent group would receive in the course of the year about \$122 more than is necessary to insure their subsistence and that of their families in health and reasonable comfort.

Trainmen in the 40-cent group would receive, in the present year, \$1,414, or about \$300 in excess of the sum of \$1,115.44, which has been shown to be the amount necessary to insure the welfare, health and proper comfort of a trainman and his family.

THE SAVINGS OF TRAINMEN ARE PROOF OF THE ADEQUACY OF THE WAGE RATES.

The savings of trainmen of Public Service Railway show significantly the adequacy of wage rates. It is, of course, impossible to trace all of the savings of these men, but from information in the possession of the Company, the evidence is indisputable that wages are sufficient to enable all classes of trainmen to save substantial amounts, especially considering the large number of single men, and the average age of trainmen. A considerable proportion of them own or are buying their own homes. The special census before referred to discloses details concerning this matter. This information, classified by service groups, is as follows:

HOUSE OWNERS									
(From Census of Trainmen Taken July 6, 1918)									
ALL MEN			MARRIED MEN			SINGLE MEN			
Service Groups	Cases	Year's Carrying Charges	Avg. Year's Carrying Charges	Cases	Year's Carrying Charges	Avg. Year's Carrying Charges	Cases	Year's Carrying Charges	Avg. Year's Carrying Charges
1st to 6th Mo., Inc.....	23	\$ 4,770.13	\$207.40	19	\$ 4,008.33	\$210.99	4	\$761.30	\$190.33
7th Mo. to 5th Yr., Inc....	36	7,509.46	208.60	34	7,005.46	206.04	2	504.00	252.00
Over 5 years.....	226	51,625.25	228.43	222	50,859.70	229.10	4	765.55	191.39
Service not stated.....	5	947.87	189.57	5	947.87	189.57	..	.....	.....
Total	290	\$64,852.71	\$223.63	280	\$62,821.86	\$224.36	10	\$2,030.85	\$203.09

For a number of years so-called Savings Clubs have been in existence among the employees of Public Service Railway Company. Through these clubs a large portion of the Company's men save a part of their weekly wage.

MEMORANDUM CONCERNING SAVINGS OF TRAINMEN IN SAVINGS CLUBS OF PUBLIC SERVICE RAILWAY.

	1914	1915	1916	1917
Total Amt. Deposited	\$37,191.55	\$61,483.59	\$77,663.16	\$63,952.10
Total Trainmen.....	3777	3688	4000	3872
Total No. Depositors.	1346	1574	2324	2122
Depositors Per Cent.				
of Total Trainmen	35%	40%	58%	55%

Note: Some few employees other than trainmen are included in the depositors. However, Central Division trainmen are included in above total trainmen, although there are no savings clubs there and there is no opportunity for men to make deposits in that division. Also in 1914 and 1915 there were no savings clubs in Southern or Bergen Divisions.

If Central Division were excluded in count of "Total Trainmen" in all years and Bergen and Southern in 1914 and 1915, the per cent. of trainmen who are depositors would be as follows:

	1914	1915	1916	1917
Total Men Available as				
Depositors	2493	2772	3525	3454
Depositors Per Cent. of				
Total Trainmen	54%	56%	65%	62%

A large per cent. of the trainmen of Public Service Railway have subscribed to one or more of the Liberty Loans. The details of subscriptions by trainmen follow:

MEMORANDUM CONCERNING SUBSCRIPTIONS TO FIRST, SECOND AND THIRD LIBERTY LOANS AMONG TRAINMEN OF PUBLIC SERVICE RAILWAY.

	First Loan.	Second Loan.	Third Loan.	Totals.
No. of Trainmen Subscribing	2108	675	1611	4394
Amount Subscribed	\$118,000	\$36,800	\$87,600	\$242,400
Average Subscription ...	\$55.98	\$54.52	\$54.38	\$55.17
Per Cent. of Total Trainmen subscribing	54.62%	17.4%	41.7%	

The decline in the number of trainmen subscribing for the second and third loans is explained by the fact that under the plan of installment payments, the first loan subscriptions had not been fully paid when the second and third loans were floated.

Some of our employees have purchased stock of the Company as shown by the following:

DATA CONCERNING SUBSCRIPTIONS TO PUBLIC SERVICE STOCK—TRAINMEN.

Year	Per Cent.		No. of Shares.	Average Subscription.
	No. of Trainmen Subscribing.	of Total Trainmen.		
1913	174	4.3	374	2.1 shares
1916	150	3.7	562	3.8 "
	324	4.5	936	3.0

It should be borne in mind that these results were accomplished under the old wage rates. They disclose a condition of which this Company is proud. As a whole our trainmen live in pleasant, healthful surroundings, as is shown by the photographs of homes of men selected at random.* Judged by conditions prevailing in New Jersey among the native-born, the families of trainmen are normal. Not only are the trainmen themselves healthy and vigorous, but the general appearance of their wives and children at numerous social gatherings proves beyond question that they are living under good, healthful surroundings.

This Company submits that the primary function of the War Labor Board is to see that the incomes of wage-earners are increased, if necessary, by an amount sufficient to offset the increases in living costs caused by war conditions. We are certain it is not the purpose of

*See Exhibit "Photographs of Homes."

the Board to upset business conditions by making a material change in the relative standards of living of the various classes of the community, or to embark upon social experiments at a time when the national interest so clearly points to the necessity of preserving balanced relations.

This Company submits that it has shown that the wages of the trainmen now prevailing upon this property are sufficient, and urges that under existing conditions no radical changes in working hours, and no further increases in wages are justified.

We desire to call attention to the fact that the annual earnings of trainmen of this Company, under the prevailing wage-rates, are considerably higher than the annual earnings fixed by the Railroad Wage Commission for practically all employees of steam railroads. In proof of this we submit the following graphic comparison.

1. UNITED STATES DEPARTMENT OF JUSTICE
 2. OFFICE OF THE ATTORNEY GENERAL
 3. WASHINGTON, D. C.
 4. RECEIVED
 5. DATE
 6. TIME
 7. BY
 8. TO
 9. FROM
 10. SUBJECT
 11. REFERENCE
 12. NOTES
 13. APPROVAL
 14. SIGNATURE
 15. DATE
 16. TIME
 17. BY
 18. TO
 19. FROM
 20. SUBJECT
 21. REFERENCE
 22. NOTES
 23. APPROVAL
 24. SIGNATURE
 25. DATE
 26. TIME
 27. BY
 28. TO
 29. FROM
 30. SUBJECT
 31. REFERENCE
 32. NOTES
 33. APPROVAL
 34. SIGNATURE
 35. DATE
 36. TIME
 37. BY
 38. TO
 39. FROM
 40. SUBJECT
 41. REFERENCE
 42. NOTES
 43. APPROVAL
 44. SIGNATURE
 45. DATE
 46. TIME
 47. BY
 48. TO
 49. FROM
 50. SUBJECT
 51. REFERENCE
 52. NOTES
 53. APPROVAL
 54. SIGNATURE
 55. DATE
 56. TIME
 57. BY
 58. TO
 59. FROM
 60. SUBJECT
 61. REFERENCE
 62. NOTES
 63. APPROVAL
 64. SIGNATURE
 65. DATE
 66. TIME
 67. BY
 68. TO
 69. FROM
 70. SUBJECT
 71. REFERENCE
 72. NOTES
 73. APPROVAL
 74. SIGNATURE
 75. DATE
 76. TIME
 77. BY
 78. TO
 79. FROM
 80. SUBJECT
 81. REFERENCE
 82. NOTES
 83. APPROVAL
 84. SIGNATURE
 85. DATE
 86. TIME
 87. BY
 88. TO
 89. FROM
 90. SUBJECT
 91. REFERENCE
 92. NOTES
 93. APPROVAL
 94. SIGNATURE
 95. DATE
 96. TIME
 97. BY
 98. TO
 99. FROM
 100. SUBJECT
 101. REFERENCE
 102. NOTES
 103. APPROVAL
 104. SIGNATURE
 105. DATE
 106. TIME
 107. BY
 108. TO
 109. FROM
 110. SUBJECT
 111. REFERENCE
 112. NOTES
 113. APPROVAL
 114. SIGNATURE
 115. DATE
 116. TIME
 117. BY
 118. TO
 119. FROM
 120. SUBJECT
 121. REFERENCE
 122. NOTES
 123. APPROVAL
 124. SIGNATURE
 125. DATE
 126. TIME
 127. BY
 128. TO
 129. FROM
 130. SUBJECT
 131. REFERENCE
 132. NOTES
 133. APPROVAL
 134. SIGNATURE
 135. DATE
 136. TIME
 137. BY
 138. TO
 139. FROM
 140. SUBJECT
 141. REFERENCE
 142. NOTES
 143. APPROVAL
 144. SIGNATURE
 145. DATE
 146. TIME
 147. BY
 148. TO
 149. FROM
 150. SUBJECT
 151. REFERENCE
 152. NOTES
 153. APPROVAL
 154. SIGNATURE
 155. DATE
 156. TIME
 157. BY
 158. TO
 159. FROM
 160. SUBJECT
 161. REFERENCE
 162. NOTES
 163. APPROVAL
 164. SIGNATURE
 165. DATE
 166. TIME
 167. BY
 168. TO
 169. FROM
 170. SUBJECT
 171. REFERENCE
 172. NOTES
 173. APPROVAL
 174. SIGNATURE
 175. DATE
 176. TIME
 177. BY
 178. TO
 179. FROM
 180. SUBJECT
 181. REFERENCE
 182. NOTES
 183. APPROVAL
 184. SIGNATURE
 185. DATE
 186. TIME
 187. BY
 188. TO
 189. FROM
 190. SUBJECT
 191. REFERENCE
 192. NOTES
 193. APPROVAL
 194. SIGNATURE
 195. DATE
 196. TIME
 197. BY
 198. TO
 199. FROM
 200. SUBJECT
 201. REFERENCE
 202. NOTES
 203. APPROVAL
 204. SIGNATURE
 205. DATE
 206. TIME
 207. BY
 208. TO
 209. FROM
 210. SUBJECT
 211. REFERENCE
 212. NOTES
 213. APPROVAL
 214. SIGNATURE
 215. DATE
 216. TIME
 217. BY
 218. TO
 219. FROM
 220. SUBJECT
 221. REFERENCE
 222. NOTES
 223. APPROVAL
 224. SIGNATURE
 225. DATE
 226. TIME
 227. BY
 228. TO
 229. FROM
 230. SUBJECT
 231. REFERENCE
 232. NOTES
 233. APPROVAL
 234. SIGNATURE
 235. DATE
 236. TIME
 237. BY
 238. TO
 239. FROM
 240. SUBJECT
 241. REFERENCE
 242. NOTES
 243. APPROVAL
 244. SIGNATURE
 245. DATE
 246. TIME
 247. BY
 248. TO
 249. FROM
 250. SUBJECT
 251. REFERENCE
 252. NOTES
 253. APPROVAL
 254. S

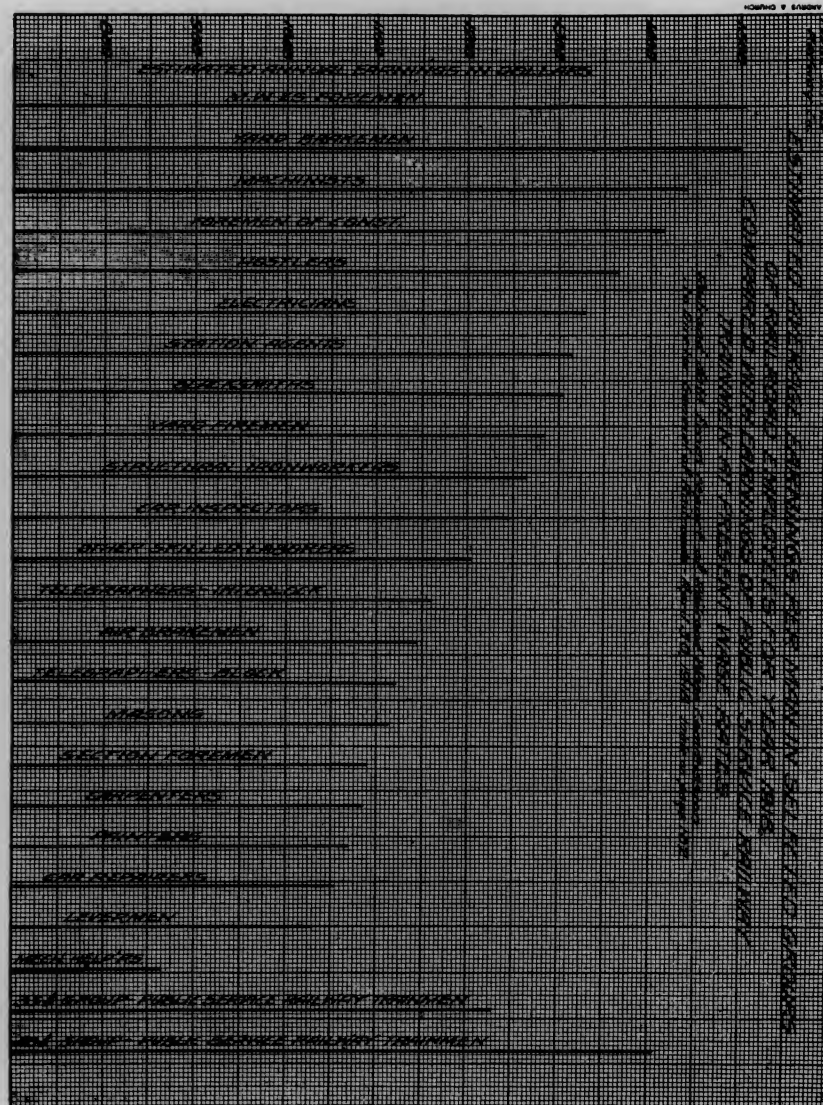
Keeping in mind the sources from which Public Service Railway trainmen are drawn—largely laborers, teamsters and clerks—a comparison between their earnings and those of most of the employees of steam railroads is startling. Attention is called to the fact that if we except engineers, firemen and conductors, practically no class of workmen on steam railroads receives an amount equal to that earned by the senior group of Public Service Railway trainmen.

Practically all the skilled mechanics who have spent years in learning a trade, under the award of the Railroad Wage Commission, receive less than is earned by Public Service Railway trainmen. Electricians, station agents, blacksmiths, structural iron workers, car inspectors, telegraphers, masons, carpenters, painters, car repairers, all receive much less than our trainmen.

The conclusions of the Railroad Wage Commission deserve the utmost respect, and we submit that the amounts that have been fixed as a just and proper annual compensation for these workers is a matter of prime importance in deciding this case.

We are certain that the War Labor Board does not propose to over-turn the entire equilibrium of wages by ill-considered, unwarranted increases in one field, leading to unrest and dissatisfaction in countless other industries.

The Company respectfully submits that the rates of pay should be fixed at 35c and 40c per hour with a probationary 30c period as now obtaining on this property.



Keeping in mind the sources from which Public Service Railway trainmen are drawn—largely laborers, teamsters and clerks—a comparison between their earnings and those of most of the employees of steam railroads is startling. Attention is called to the fact that if we except engineers, firemen and conductors, practically no class of workmen on steam railroads receives an amount equal to that earned by the senior group of Public Service Railway trainmen.

Practically all the skilled mechanics who have spent years in learning a trade, under the award of the Railroad Wage Commission, receive less than is earned by Public Service Railway trainmen. Electricians, station agents, blacksmiths, structural iron workers, car inspectors, telegraphers, masons, carpenters, painters, car repairers, all receive much less than our trainmen.

The conclusions of the Railroad Wage Commission deserve the utmost respect, and we submit that the amounts that have been fixed as a just and proper annual compensation for these workers is a matter of prime importance in deciding this case.

We are certain that the War Labor Board does not propose to over-turn the entire equilibrium of wages by ill-considered, unwarranted increases in one field, leading to unrest and dissatisfaction in countless other industries.

The Company respectfully submits that the rates of pay should be fixed at 35c and 40c per hour with a probationary 30c period as now obtaining on this property.

IX.

RESULTS OF GRANTING THE DEMANDS OF THE MEN.

The granting of the demands set forth in the petition would be contrary to the principles and policies of this Board, would slow up the production of war industries, and place an unreasonable burden upon the Company and the people of New Jersey.

The fundamental principle and purpose of this War Labor Board is to bring about maximum production of all war industries. Unduly increasing wages and changing working conditions from those in force before the war not only artificially increase the cost of production but in the street railway industry will make it impossible for the companies to continue efficient operation, thereby defeating the very purpose for which this Board was appointed.

The question whether the financial condition of the Company or its ability to respond to an increase in wages is relevant has been argued, both orally and on briefs submitted. We have no desire to prolong that discussion, but we respectfully point out a few fundamental facts.

This War Labor Board is an agency of government. Other governmental agencies control, through regulation and rate fixing, the ability of the Company to pay.

There should be harmony of action. This Board should not increase the cost of operation unless some other governmental agency also functions to the end that the Company may be permitted to earn enough to enable it to carry out the decision of this Board.

This other governmental agency might be an agency established by the President, or it might be the New Jersey State Utility Commission,

which has complete power over rates of fare to be charged by the Company. To that extent certainly the financial ability of the Company is relevant to this proceeding.

The railway must be continuously operated. The Company has not the choice open to other lines of business of curtailing or of ceasing altogether its operations. It must go on.

Public Service Railway Company early in this year applied to the Board of Public Utility Commissioners of New Jersey for permission to increase its rate of fare to seven cents where five cents is now charged and in addition impose a charge of two cents for each initial transfer and one cent for each second transfer. The Company thought, and still thinks, that these increases are necessary to enable it to maintain its property, furnish adequate service and pay the increases to labor already made. The financial situation of the Company was presented to the Commission by an exhibit called "Company's Exhibit P. 3," which showed in detail the estimates of the Company for the year 1918. The Commission on the tenth day of July, 1918, handed down an opinion and issued an order in that case. The order permits the Company to increase its rates only to the extent of charging one cent for an initial transfer. This, it is estimated, will increase the revenues of the Company some eight hundred thousand dollars per year. This increase in rate is to go into effect the first of August, next, which will give the Company an increased rate only for five months of this year, notwithstanding the fact that all the estimates are based on the entire twelve months, so that if the penny for a transfer results in an increase of approximately \$800,000 in the revenues of the Company for twelve

months, the Company will only obtain during the year, 1918, from this increase, five-twelfths of \$800,000 or something slightly in excess of \$300,000. The New Jersey Commission in its opinion discussed the Company's estimate as set forth in Exhibit P. 3, and revised the same, and in the body of its opinion the Commission sets forth the Company's estimate and the Board's revised estimate for the year, 1918. The estimates so set forth in the report of the Commission are as follows:

	Company's Estimate Ex. P-3	Board's Revised Estimate
Revenue from Transportation	\$18,418,783.83	\$18,434,000
Revenue from Operations Other than Transportation.....	465,200.00	600,000
Total Operating Revenues	\$18,883,983.83	\$19,034,000
Operating Expenses and Taxes.....	13,752,720.87	13,010,000
Net Operating Income before deducting Depreciation.....	\$5,131,262.96	\$6,024,000
Operating Income—Other Operations	12,000.00	11,000
Non-Operating Income	\$5,143,262.96	\$6,035,000
Gross Corporate Income before deducting Depreciation.....	200,000.00	220,000
Income Deductions (Interest on funded debt and rentals).....	\$5,343,262.96	\$6,255,000
	5,165,745.15	5,166,000
Balance Available for Depreciation, Dividends and Surplus.....	\$177,517.81	\$1,089,000
Appropriation to Depreciation Reserve	1,188,149.61	800,000
Dividends—	(1) \$1,010,631.80	\$289,000
Capital Stock Outstanding.....	\$48,750,000	
Earnings in 1916.....	\$1,491,066.38	
Additional stock now authorized.....	1,250,000	
at 8%	100,000.00	
Deficit or Surplus for the year at this point.....	(1) \$2,601,898.18	\$289,000
Annual Amount of wage increases necessary and not included above.....	(2) 1,086,714.00	1,086,000
Deficit	(1) \$3,687,412.18	\$797,000
Amounts to be paid for Franchise Taxes and Federal Income Taxes if additional revenue required is allowed	292,700.00	63,000
Total Deficit	(1) \$3,980,112.18	\$860,000

(1) Deficit.

(2) Revised estimate due to increased wage scale (\$633,714.00 plus \$450,000.00).

(3) Estimated in proportion to company's original estimate.

The Commission's revised estimate shows a deficit for the year, 1918, of \$860,000. The Commission apparently overlooked the fact that the Company would only be able to obtain the increased rate for five months and would only receive, as stated above, something over \$300,000 added revenue to meet the Board's own estimated deficit amounting to \$860,000.

Attention is called to the further fact that the New Jersey Commission's revised estimate set forth above makes no allowance whatever for dividends and reduces the operating expenses about \$750,000 below the sum thought necessary by the officers of the Company to adequately operate the property. The Company is further directed to set up an arbitrary sum for depreciation reserve which it cannot use for any other purpose. The Commission specifically allowed an item for labor increases amounting to \$1,086,000. This as stated in the opinion is only sufficient to enable the Company to pay the present rates of wages, viz.: thirty-five cents and forty cents with a thirty-cent probationary rate. Nothing is provided for further increases of wages. The Commission has closed its hearings for the summer and we are advised that it will not again sit until September. The stockholders will not receive a penny of return upon their investment. The Company will be obliged to reduce its operations and expenditures to meet the revised estimate set up by the New Jersey Commission. The Company will not be able to obtain the money to pay any further increases in wages.

There is no stipulation in this case that the decision of this Board would be retroactive, and should this Board determine that any further increase in wages is necessary, such increase

should not be made effective until a further increase in rates can be obtained to provide the necessary money.

The Company has made careful calculations of the amount of money involved in the demands of the trainmen.

An increase of one cent an hour to trainmen would be approximately \$120,000 a year, not including collateral increases which would necessarily follow, bringing about a further increase of approximately 15% of that sum.

A wage rate of forty-five cents per hour for trainmen with sixty cents for overtime as requested in the petition in this case would cost the company annually \$1,091,391 over and above what it is now paying, not including collateral increases, which would have to follow. If the working conditions asked for were adopted there would be a further increase in operating expenses amounting to \$287,000. Not one penny of these sums has been allowed by the Utility Commission in the recent rate case above referred to, as the allowance made in that case was based on the present rate of wages and working conditions.

It has been stated since the petition was filed by the men in this case that they intended to amend their petition and demand sixty cents per hour with ninety cents for overtime. If these rates were adopted the operating expenses of the Company would be increased \$2,914,716 without considering any change in the present working conditions, over and above the present wages paid and over and above the amount allowed by the New Jersey Commission in the recent rate case.

The saddling of this extra expense upon this Company is unwarranted upon the theory that it is necessary to preserve the former standard of living of trainmen, where it has been shown that the present wages insure the maintenance of the standard of living prevailing before the war, and enable the trainmen to live in health and reasonable comfort. Under such circumstances, the only justification for increases is to advance the standard of living of trainmen to a standard heretofore unknown, and this can only be justified upon the theory that war-time is a suitable time in which to try social experiments. The granting of unnecessary wage increases would constitute a distinct burden upon the people of the State of New Jersey, since it would necessitate a material increase in car fares.

Under the recent decision of the New Jersey Board of Public Utility Commissioners, Public Service Railway is not able to provide even a small part of the funds necessary to pay further wage increases. To increase wages without simultaneously increasing rates would bankrupt the Company, cripple its ability to operate and serve war industries, bring distress to thousands of investors who have bought its securities, and would constitute a wanton and unjust act, contrary to the best interests of the country.

X.

CONCLUSION.

The Company respectfully submits that the working conditions on this property are reasonable and should remain as they were before the war, and further that the present rate of pay to trainmen of thirty-five and forty cents with a probationary rate of thirty cents is just and reasonable, provides a proper living wage for the men, and should be approved by this Board.

Respectfully submitted,

PUBLIC SERVICE RAILWAY COMPANY,

By

THOMAS N. McCARTER,
President.

EDMUND W. WAKELEE,
Vice-President.

APPENDIX 1.

PREVIOUS OCCUPATIONS OF 500 PLATFORM MEN HIRED BY
PUBLIC SERVICE RAILWAY COMPANY DURING 1916, 1917,
1918. SAMPLE CASES, SELECTED AT RANDOM
FROM EMPLOYMENT BOOKS.

Previous Occupation	In Service 3rd Year		In Service 2nd Year		In Service 1st Year		Total
	Conductors	Motormen	Conductors	Motormen	Conductors	Motormen	
Bill Collectors	2	1			1		4
Glass Workers				1		1	2
Brakemen			2	1		2	5
Carpenters	2	1	1	1		2	7
Pitmen			1				1
Laborers	17	7	28	29	7	30	118
Firemen				1			1
Painters		2	6	2		3	13
Chauffeurs	1	1	1		2	7	12
Machinists	1	3	6	7	4	6	27
Stone Cutters	1	1					2
Linemen				1			1
Business Men		4	1	3		3	11
Salesmen	3		4	1	2	2	12
Barbers			1				1
Clerks	7	3	18	6	12	6	52
Button Makers			1				1
Tinsmiths	1		1	1			3
Railroad Conductors			1			1	2
Teamsters	8	8	18	19	6	29	88
Motormen			2	7		9	18
Weavers	2		4			1	7
Plasterers				1		1	2
Plumbers			3	1	1	3	8
Walters	1		1	1	2		5
Cooks						1	1
Watchmen			2			2	4
Engravers	2						2
Weighers				1			1
Millhands				1	1		2
Laundrymen	1		1				2
Hatters			1				1
Ranch Hands	1						1
Stenographers			1				1
Printers	1	1	3	1	3	1	10
Janitors			1	1			2
Shoemakers	1						1
Leather Workers	1				2		3
Butchers	1		2	2	1	1	7
Electricians	1	1	1			1	4
Miners						1	1
Porters		2	1	1		3	7
Elevator Operators		1	1	1	1		4
Deckhands			1			1	2
Sailors	1		1	1			3
Soldiers		1	1	1		2	5
Slaters	1	2				1	4
Masons		1				1	2
Bakers				1	1	1	3
Ironworkers	1		1		1	1	4
Tailors		1					1
Farmers	1	2	4	8	1	2	18
Letter Carriers		1					1
Total							500

APPENDIX 1.

PREVIOUS OCCUPATIONS OF 500 PLATFORM MEN HIRED BY
PUBLIC SERVICE RAILWAY COMPANY DURING 1916, 1917,
1918. SAMPLE CASES, SELECTED AT RANDOM
FROM EMPLOYMENT BOOKS.

Previous Occupation	In Service 3rd Year		In Service 2nd Year		In Service 1st Year		Total
	Conductors	Motormen	Conductors	Motormen	Conductors	Motormen	
Bill Collectors	2	1			1		4
Glass Workers				1		1	2
Brakemen			2	1		2	5
Carpenters	2	1	1	1		2	7
Pitmen			1				1
Laborers	17	7	23	29	7	30	118
Firemen				1			1
Painters		2	6	2		3	13
Chauffeurs	1	1	1		2	7	12
Machinists	1	3	6	7	4	6	27
Stone Cutters	1	1					2
Linemen				1			1
Business Men		4	1	3		3	11
Salesmen	3		4	1	2	2	12
Barbers			1				1
Clerks	7	3	18	6	12	6	52
Button Makers			1				1
Tinsmiths	1		1	1			3
Railroad Conductors			1			1	2
Teamsters	8	8	13	19	6	29	88
Motormen			2	7		9	18
Weavers	2		4			1	7
Plasterers				1		1	2
Plumbers			3	1	1	3	8
Walters	1		1	1	2		5
Cooks						1	1
Watchmen			2			2	4
Engravers	2						2
Weighers				1			1
Millhands				1	1		2
Laundrymen	1		1				2
Hatters			1				1
Ranch Hands	1						1
Stenographers			1				1
Printers	1	1	3	1	3	1	10
Janitors			1	1			2
Shoemakers	1						1
Leather Workers	1				2		3
Butchers	1		2	2	1	1	7
Electricians	1	1	1			1	4
Miners						1	1
Porters		2	1	1		3	7
Elevator Operators		1	1	1	1		4
Deckhands			1			1	2
Sailors	1		1	1			3
Soldiers		1	1	1		2	5
Slaters	1	2				1	4
Masons		1				1	2
Bakers				1	1	1	3
Ironworkers	1		1		1	1	4
Tailors		1					1
Farmers	1	2	4	8	1	2	18
Letter Carriers		1					1
Total							500

APPENDIX 2.

WAGE RATES, HOURS OF EMPLOYMENT AND ACTUAL EARNINGS OF PUBLIC SERVICE RAILWAY COMPANY TRAINMEN
COMPARED WITH OTHER WAGE GROUPS IN SAME LOCALITY.

1917

Name of Company, or Kind of Business	Labor Group	Number of Men Repre- senting Labor Group	AVERAGE WAGE RATE		TOTAL HOURS EMPLOYED				Total for Labor Group		ACTUAL EARNINGS Total	Average Per Man		Total
			Regular Time	Over- time	Regular Time	Over- time	Average Per Man Regular Time	Over- time	Regular Time	Over- time		Regular Time	Over- time	
Public Service Railway Company	22 selected trainmen, Hudson Division	22	\$0.343	\$0.375	65223	453	2964	21	\$22,389.48	\$169.88	\$22,559.36	\$1,017.70	\$7.72	\$1,025.42
	22 selected trainmen, Southern Division	22	.331	.375	67248	2150	3057	98	22,243.75	806.25	23,050.00	1,011.08	36.64	1,047.72
	Average for all train- men as shown by In- come Tax Report													1,046.00
De Camp and Sloan	Machine Hands	1									717.91			717.91
	Machinists†	1									529.47			529.47
	Tool Makers	4									4,717.00			1,179.25
	Lathe Hands	1									1,261.78			1,261.78
	Polishers	1									1,134.33			1,134.33
Manufacturers of Steel Barrels	Welders	3	.364	.355	7542	34	2514	11	2,748.74	12.06	2,760.80	916.25	4.02	920.27
	Machinists	1	.38	.38	2558	96	2558	96	964.17	36.43	1,000.60	964.17	36.43	1,000.60
	Carpenters	1	.384	.382	2461	89	2461	89	944.05	34.03	978.08	944.05	34.03	978.08
	Laborers	1	.243	.246	2587	443	2587	443	628.18	108.99	737.17	628.18	108.99	737.17
Newark Paving Co.	Laborers	10	.293		21085		2109		6,174.50		6,174.50			617.45
	Drivers	4	.235		12190		3048		2,861.77		2,861.77			715.44
	Foremen	2	.377		6290		3145		2,371.92		2,371.92			1,185.96
	Blacksmiths	1	.312		3110		3110		972.00		972.00			972.00
	Engineers	3*	.442		4575		1525		2,021.19		2,021.19			673.73
Manufacturer of Elec- trical Machinery	Carpenters	4	.326	.530	10165	1300	2541	325	3,309.52	689.55	3,999.07	827.38	172.39	999.77
	Tool Makers	3	.412	.736	8140	1096	2713	365	3,354.71	806.87	4,161.58	1,118.24	268.95	1,387.19
	Pattern Makers	4	.360	.618	10953	1004	2738	251	3,950.93	620.65	4,571.58	987.73	155.16	1,142.89
Hedden Construction Co.	Helpers	4	.426	.872	6356	122	1589	31	2,705.60	106.33	2,811.93	676.40	26.58	702.98
	Masons	2	.745	1.25	3901	27	1951	13	2,904.43	33.75	2,938.18	1,452.22	16.87	1,469.09
	Carpenters	4	.616	1.32	6397	65	1599	16	3,943.10	85.58	4,028.68	985.78	21.39	1,007.17
	Painters	1	.509	1.09	1524	49	1524	49	776.25	53.41	829.66	776.25	53.41	829.66
Newark Fire Department														1,112.50
Newark Police Depart- ment														1,100.00

* One engineer worked 2 months—one 9 months—one 12 months.

† Does not represent a full year's work.

APPENDIX 3.

PUBLIC SERVICE RAILWAY COMPANY.

CENSUS OF TRAINMEN.
July 6, 1918.

Service Periods to and Including	Number of Men	Service Groups	Number of Men	Average Age in Years
1st and 2nd Month	405			
3rd Month	147			
4th "	106	1st to 6th Mo., Inc.	771	26.51
5th "	65			
6th "	48			
7th "	110			
8th "	33			
9th "	20			
10th "	51			
11th "	3			
12th "	18	7th Mo. to 5th Yr., Inc.	866	32.60
2nd Year	264			
3rd "	168			
4th "	115			
5th "	84			
6th "	116			
7th "	116			
8th "	93			
9th "	135			
10th "	110			
11th "	128			
12th "	93			
13th "	64			
14th "	59			
15th "	59			
16th "	62			
17th "	52			
18th "	40			
19th "	39			
20th "	20			
21st "	39			
22nd "	29			
23rd "	23			
24th "	30	Over 5 Years	1482	41.25
25th "	24			
26th "	29			
27th "	25			
28th "	17			
29th "	18			
30th "	6			
31st "	14			
32nd "	4			
33rd "	7			
34th "	3			
35th "	6			
36th "	2			
37th "	5			
38th "	5			
39th "	4			
40th "	1			
41st "	1			
42nd "	2			
43rd "	2			
Service not stated	77	Services not stated	77	28.35
Total	3196		3196	34.06
% to all trainmen	89%			

APPENDIX 4.

BUREAU OF MUNICIPAL RESEARCH
805 Franklin Bank Building
1418 Chestnut Street : 1417 Sansom Street
Philadelphia

Trustees

George Burnham, Jr., Chairman
William S. Godfrey, Vice-Chairman
Percy H. Clark, Treasurer
Dimner Beeber Nathan Hayward Arthur Emlen Newbold, Jr.
Cyrus H. K. Curtis James Collins Jones J. Henry Scattergood
Franklin D'Olier Malcolm Lloyd, Jr. Frank Graham Thomson
Powell Evans Charles L. McKeegan Albert E. Turner
Samuel S. Fels Frank H. Moss Edward R. Wood
Clarence L. Harper Walter Wood
Frederick P. Gruenberg, Director
Neva R. Deardorff, Assistant Director
Sedley Hopkins Phinney, Secretary

July 18, 1918.

Dr. R. C. McCrea,
c/o Public Service Railway Company,
604 Public Service Terminal, Newark, N. J.

My dear Dr. McCrea:

We have just received a letter from Dr. Crennan, Public Service Railway Company, Newark, N. J., requesting us to send you information about our study into the cost of living of workingmen's families in Philadelphia.

The purpose of this investigation was to arrive at some definite statement, in terms of actual goods and services, of what constitutes a fair standard of living so that the appropriating body of the city will be able to determine each year in a short period of time whether or not it is paying its laborers adequate wages.

With this end in view the selection of families for investigation was made in two ways. For a time various clergymen were asked to suggest families that conformed to our requirements which were that they should be normal, self-supporting families in which the income of the principal bread winner did not exceed \$2,000. Later, in order to save time, our investigators simply went into industrial neighborhoods and called upon families at random, interviewing only those that were suitable for our purpose.

The actual collection of field data began on August 15, 1917, and continued for nine months until May 15, 1918; so that the various family schedules represent overlapping annual periods between August 15, 1916, and May 15, 1918, a space of twenty-one months. The data gathered are being tabulated at the present time and the report will be published some time in October.

Such material, based as it is upon actual investigation, should undoubtedly be recognized by both sides in wage dis-

putes. Employers are coming more and more to see that it pays to pay adequate wages—the only question being what is an adequate wage. Actual investigation of the workingman's home and living conditions would seem to offer the best solution to the problem. We must maintain our "American standard" even though the wage figures, because of increasing costs of living, seem to point only in the laborer's direction.

Trusting that this information will be of service to you and assuring you of our willingness to co-operate with you in this matter, I am,

Very sincerely,

FRED'K P. GRUENBERG,
Director.

APPENDIX 5.

STATE OF NEW JERSEY
DEPARTMENT OF BANKING AND INSURANCE
TRENTON

July 16, 1918.

The Public Service Railway Company,
Newark, N. J.

Attention of Secretary, Welfare Committee.

Dear Sirs:—

We have your letter of this date asking for certain information as to compensation rates, and we beg to reply as follows:

1. The rates which would apply to your operations are the following:

Clerical Employees,	\$.07
Shop Employees,	\$1.27
All other Employees,	\$1.44.

The foregoing rates are quoted per \$100.00 of payroll.

2. A Plan of Experience Rating which takes into account the accident experience of the individual establishment will in all probability be shortly in effect. The operation of this Plan would be based upon a detailed record of the payroll and accidents for at least two years back and preferably four years back. As we understand that you have not been insured during this time, or at least not during all of this time, it is not certain that this Plan could be applied to your risk until later on. We could not tell whether it would be possible to apply this Plan to your risk until an inspection has been made of your records, both as to payroll and as to accidents, including records of payments and outstanding liability.

3. The rates approved by this Department have to be charged by all insurance companies doing business in the State.

Trusting the foregoing is a sufficient answer to your letter, I am,

Yours very truly,

FRANK H. SMITH,
Commissioner.

M.

APPENDIX 6.

COMMERCIAL CASUALTY INSURANCE COMPANY
LIABILITY DEPARTMENT
Wm. R. Griffin, Superintendent

NEWARK, N. J.

July 16th, 1918.

Mr. E. Hellig, Secretary,
Welfare Committee,
Public Service Railway Co.,
Newark, N. J.

Re: Public Service Railway Co.

Dear Sir:—

Replying to your communication of the 16th instant, beg to advise that we will issue in favor of the Public Service Railway Company, a policy which will pay compensation to the conductors and motormen in the manner provided by the New Jersey Workmen's Compensation Law.

The premium for this policy will be based on the payroll of the employees covered at a rate of \$1.44 for each \$100.00 of such payroll. If you desire this coverage kindly communicate with the writer and we will give the matter our immediate attention.

Very truly yours,

WM. R. GRIFFIN,
Supt. Liab. Dept.

WRG.J.

APPENDIX 7.

CALCULATION OF NEW JERSEY DEATH RATE.

Comparable with P. S. Ry. Co. Trainmen.

Manner of Arriving at Figures

Population:

From 1910 Census Reports, Volume 1, page 389
—Males—Native white (native, foreign or
mixed parentage) and foreign born white—
ages 20 to 69 years—740,038.

Year of 1911

This figure improved proportional to estimated
increase in New Jersey white population as
stated in Census Mortality statistics 1911,
page 41 (1910 Census figures 2,445,927 esti-
mated to 2,539,840 as of July 1, 1911). Thus
740,038 above stated becomes

768,451

Year of 1912

The 1911 figure improved in same manner—
New Jersey white population, Mortality Statis-
tics 1913 (no proportion figures being given
in the 1912 volume), page 34, show 2,586,779
as of July 1, 1912, improved from 2,539,840 as
of July 1, 1911. Thus 768,451 becomes

800,985

Year of 1913

The 1912 figure improved in same manner—
Mortality Statistics 1913, page 34, gives N. J.
white population as 2,650,575 increased from
2,586,779 in 1912. Thus 800,985 becomes

820,658

Total Population—3 years

2,390,094

Deaths:

Year of 1911

Mortality Statistics 1911, page 192—white males,
native and foreign born—ages 20 to 69

9,989 13.00

Year of 1912

Mortality Statistics, 1912, page 28—
Deaths in New Jersey, ages 20 to 69 18,639
Page 50, N. J. Deaths (Total, 37,779;
Colored, 1,972) and assuming ages 20
to 69 to contain same proportion as
to color as do all ages, deduct for
colored deaths

973

Leaving white males and females,
ages 20 to 69

17,666

Page 134, U. S. Deaths, ages 20-69
(Total, 411,744; Females, 177,671);
and assuming N. J. proportion the
same, deduct for females

7,623

Leaving white male deaths, 20 to 69

10,043 12.54

Year of 1913

Mortality tables 1913, page 426—Deaths
in N. J., ages 20 to 69 19,327
Page 244, N. J. Deaths (Total, 39,437;
Colored, 2,031). Assuming ages 20 to
69 to contain the same proportion as
to color as do all ages, deduct for
colored deaths

995

Leaving whites, male and female 18,332

Page 338, U. S. Deaths, ages 20-69
(Total, 431,636; Females, 185,238).
Assuming proportion the same, deduct
for females

7,867

Leaving white male deaths, 20 to 69 10,465

10,465 12.76

Total deaths—3 years

30,497 12.76

This book is due on the date indicated below, or at the expiration of a definite period after the date of borrowing, as provided by the rules of the Library or by special arrangement with the Librarian in charge.

	DATE BORROWED	DATE DUE	DATE BORROWED	DATE DUE
C28(114)M100				

C28(1141)M100

COLUMBIA UNIVERSITY LIBRARIES



0044262906

DR62

896

MSH 02171

NEH JUN 29 1994

JUN 29 1994

NOV 29 1944



**END OF
TITLE**